

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF OCTOBER 19, 2018

ORIGINAL

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Adrienne L. Slash,
Chairperson, taken before me, Lindy L. Meyer,
Jr., a Notary Public in and for the State of
Indiana, County of Shelby, at the Indiana
Government Center North, 100 North Senate Avenue,
Room N300, Indianapolis, Indiana, on Friday,
October 19, 2018 at 1:03 o'clock p.m.

- - -

William F. Daniels, RPR/CP CM d/b/a
ACCURATE REPORTING OF INDIANA
12922 Brighton Avenue
Carmel, Indiana 46032
(317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Adrienne L. Slash, Chairperson
4 Sheryl Edwards
5 Alpha Blackburn
6 Steven A. Ramos
7 Holli Harrington
8 James W. Jackson

9 INDIANA CIVIL RIGHTS COMMISSION
10 By Gregory Wilson, Director
11 & Doneisha Posey, Deputy Director
12 Indiana Government Center North
13 100 North Senate Avenue, Room N300
14 Indianapolis, Indiana 46204
15 On behalf of the Commission.

16 OTHER COMMISSION STAFF PRESENT:

17 Caroline Ryker
18 Ryan Garrigus
19 Rex Malin
20 Brionna Arnold
21 Anehita Eromosele

22 ALSO PRESENT:

23 Anna Thamba

- - -

1 1:03 o'clock p.m.
2 October 19, 2018

3 - - -

4 CHAIRPERSON SLASH: All right. It
5 is 1:03. We'll go ahead and call this meeting of
6 the Indiana Civil Rights Commission to order.
7 Okay. We clearly have a quorum today, so thank
8 everyone for making it, and guests for joining
9 us.

10 Would you like to announce the agenda?

11 MS. RYKER: Thank you. So, we have
12 several different motions and other agenda items
13 starting --

14 (Discussion off the record.)

15 MS. RYKER: For those who don't know,
16 my name is Caroline Stephens Ryker. I'm the
17 Administrative Law Judge for the Indiana Civil
18 Rights Commission. I am new to that role, was
19 recently hired by Executive Director Wilson and
20 appointed by Chair Slash.

21 As far as the agenda items today, on Old
22 Business we do have one appeal. We have New
23 Business, appeals as well, eight different
24 appeals there. We will discuss the appointment

1 of the Administrative Law Judge as well. The
2 motions presented, we have a number of motions.
3 There are three different notice of elections
4 that have been filed, one motion of withdrawal,
5 and then four different procedural motions that
6 we'll discuss at length. And then, of course,
7 the announcements as well.

8 CHAIRPERSON SLASH: Okay. Thank you
9 very much. I'd like to now call for an approval
10 of the previous meeting's minutes.

11 COMM. EDWARDS: So moved.

12 COMM. BLACKBURN: Second.

13 CHAIRPERSON SLASH: All in favor?

14 COMM. RAMOS: Aye.

15 COMM. EDWARDS: Aye.

16 COMM. JACKSON: Aye.

17 COMM. HARRINGTON: Aye.

18 COMM. BLACKBURN: Aye.

19 CHAIRPERSON SLASH: Aye. All right.
20 Motion carries.

21 Now I would love to hear your report.

22 MR. WILSON: Okay. Good afternoon,
23 and I believe it's 1:05, so it's afternoon.

1 Well, we're real excited. We just
2 finished up our first -- for those who don't
3 know, and I think most of you do, because we did
4 discuss and invite you to attend, but we just
5 finished our Region V Conference. It's the first
6 that we've ever done here in Indiana. It was a
7 huge undertaking by our team. You know, I think
8 they tried to do it before, but it didn't work,
9 it didn't happen.

10 And so, last year myself and Doneisha
11 Posey, Deputy Director and General Counsel, as we
12 were talking about what could we do to kind of
13 fix things that were broken, we felt that was one
14 of those things that didn't happen and we wanted
15 it to happen. And so, I mean it was a great
16 Conference. We had people coming from Rhode
17 Island, from California, from --

18 COMM. EDWARDS: Great.

19 MR. WILSON: -- Wisconsin, Illinois,
20 you name it. And we had Tennessee and partners
21 in Kentucky, and again, it was -- it was a great
22 Conference.

23 It was well put together. We had great

1 speakers, probably some of the top in their
2 fields, speaking there. We had all of HUD's
3 leadership there, from Secretary Carson to Joe
4 Pelletier, so everybody in the HUD chain came,
5 and they all thought that this thing was put
6 together.

7 And they couldn't have done it without
8 this great team that we have here, who worked
9 extremely hard and continue to do our job.
10 That's one thing people have got to realize. The
11 cases don't stop, the work doesn't stop, the work
12 keeps going.

13 And then not just planning for the
14 Conference all year, but we also had finished up,
15 you know, the other events that we did, and then
16 we had to prepare for the next day after the
17 Conference to do our ILE, which is Indiana Latino
18 Expo. We did a program there where we talked
19 about civil rights.

20 We hired a new Commissioner of ICHLA, and
21 so we did a program where we did it in English
22 and Spanish, where we could talk to the audience
23 about what we do and their civil rights, because

1 we know that's a community that we want to engage
2 with more because of the different barriers.
3 We're trying to work our way and find ways of
4 communicating what we do, and I think we saw you,
5 Chair Slash, there --

6 CHAIRPERSON SLASH: It was a great
7 program.

8 MR. WILSON: -- as well.

9 So, anyway, like I said, I gave you kind
10 of an overview. I won't go through it all
11 because we've got real cases and things to get
12 to, but I just wanted you to know, I kind of gave
13 you an overview -- you each one have one -- of
14 the Conference and kind of some of the things.

15 And if you -- this doesn't really tell the
16 story. You can go on-line and you can look,
17 you'll see a lot of the pictures and things that
18 we did, but everybody said that it was a
19 fantastic Conference, and the thing about it is
20 it fits right into what we're trying to do with
21 education. Remember, informing and education is
22 what we're trying to do so people will know what
23 we do, and they know that this office exists and

1 why it exists.

2 And so, with that, I'm just going to let
3 Doneisha go with the September Agency at a
4 Glance. It's a short one, because, again, is we
5 just made the decision on our new External
6 Affairs person. We won't make the announcement
7 until they go through the background and we
8 actually get them approved. So, until then,
9 they're -- we did make a selection, and now we're
10 just waiting on the approval process.

11 So, with that, Doneisha, you can go over
12 the At the Glance.

13 MS. POSEY: Thank you.

14 Good afternoon, everyone. As he said, our
15 Region V Conference was a tremendous success. We
16 were so very busy putting that Conference
17 together, but as he also said, work doesn't stop.
18 You know, everyone in our agency had a hand in
19 the Conference, but we all have our other jobs to
20 do here, which helps the Commission to keep
21 moving forward.

22 So, we'll talk specifically about -- I'll
23 talk specifically about enforcement, what we've

1 been doing for the month of -- what we did for
2 the month of September. So, in September, the
3 leading protected class that we had in terms of
4 inquiries filed with our agency was Race.

5 When we look at Inquiries by Enforcement
6 Area, Employment is always our leading
7 Enforcement Area, with 127; housing was next,
8 with 56; 28 Public Accommodation inquiries; 14
9 education; and zero Credit for the month of
10 September.

11 So, again, just to reiterate, inquiries
12 are just when people call us inquiring about
13 filing a complaint; they didn't necessarily
14 finish the complaint process. So, they called
15 us, we talked to them, we might have even drafted
16 a complaint for them, or during that conversation
17 they decided they weren't ready to file a
18 complaint or maybe it was past the statute of
19 limitations or something happened.

20 But we all -- we definitely want to keep
21 track of how many inquiries we receive, because
22 even if they don't turn into complaints, we still
23 need to know what's going on around the state,

1 what people are experiencing.

2 CHAIRPERSON SLASH: Uh-huh.

3 MS. POSEY: So, when we go right
4 below that to Complaints by Protected Class,
5 these were actual complaints filed with our
6 agency in the month of September. So, we are
7 looking at 37 race-based complaints; zero color;
8 five national origin; 28 disability; three
9 religion; 20 sex; one familial status; zero
10 veteran status; five age; and three retaliation
11 complaints.

12 So -- and typically, month by month, it's
13 a toss-up between the race and the disability
14 protect classes, to see, you know, which
15 protected class we're going to receive the most
16 complaints on.

17 And we also look at the top five count --
18 the largest counties in the State of Indiana to
19 see what the complaint -- or what -- how many
20 complaints we're receiving from those areas. So,
21 Marion County, the biggest county in the state,
22 81 complaints -- or these are actually inquiries,
23 I'm sorry -- 81 inquiries from Marion County; 16

1 Lake; three Allen; six Hamilton; and 12
2 St. Joseph.

3 So, we always look at that every month to
4 see: Do we need to do more outreach in these big
5 areas? These are the areas that have the most
6 diversity, not only in terms of race, but, you
7 know, disability, religion, all of the different
8 protected classes, and obviously with population
9 as well. So, do we need to go to Lake County?
10 Do we need to be in Allen County? Where do we
11 need to be focusing our outreach efforts?

12 And then looking all of the way on the
13 other side of the page to -- it just says
14 September and the Change from August, so this is
15 something that we do every month as well, to see
16 what has been the difference from month to month
17 in terms of enforcement. So, Number of Calls, in
18 September, we received 824. There was a drop
19 from the month of August, 75 less calls in
20 September.

21 Calls, it could be anything. Someone just
22 could be calling to speak to Greg, or someone
23 could be calling to file a complaint. So, we

1 just want to keep a full record of just the calls
2 that come into our agency, because someone has to
3 field all of those calls, so we have to determine
4 do we have enough staff on hand to handle all of
5 the calls that we receive, not only just the
6 inquiries and the complaints, but just in
7 general.

8 Number of Inquiries, 231. That was 22
9 less from the month of August.

10 Thirty-nine Inquiries Drafted, so that's
11 less -- 16 less than the month before. What has
12 been going on in our agency, as you all know,
13 with Intake staff, we lost a couple of Intake
14 staff members a couple of months ago.

15 We got brand new Intake -- or two awesome
16 Intake staff members within the last month or
17 two, but they have to learn the process, they
18 have to understand the law. So, when you see
19 that decrease, it's because of the training and
20 the time that's been taken out to get our new
21 Intake members on board, and I'll introduce our
22 new -- a couple of our new staff members when I
23 finish this.

1 Number of Formalized Complaints. Awesome.
2 We had 106 for the month of September, and that's
3 an additional 48 from the month before. So, that
4 means in the month of September we had 106
5 formalized complaints, people filed their
6 complaints. Those complaints go directly to our
7 investigators to begin new investigations for the
8 month of September.

9 And we closed 134 cases in the month of
10 September. That's also an amazing feat. That's
11 up 79, so that means we investigated the cases,
12 they were reviewed by the director of the
13 different investigative units, and finally signed
14 by either Greg or I for final resolution.

15 So, with 134 closings, you all as
16 Commissioners may receive an uptick of appeals;
17 right? Depending on if they got cause or no
18 cause or whether there's an administrative
19 dismissal or whatever, more closings may equal
20 more appeals. Food for thought.

21 And finally, ADR Monetary Settlements.
22 So, in the month of September, we had 40 -- about
23 \$43,000 in monetary settlements for the

1 complainants that we have here at the agency. In
2 addition to that, policy change and training as
3 always. And that was up almost 27,000 from the
4 month before.

5 So, our ADR Unit is going very strong. We
6 do have a new Director of ADR. She started 30
7 days ago yesterday, I think she said.
8 Unfortunately, she's not here today, she's sick,
9 but she is dynamic.

10 We've also created a new position -- well,
11 kind of just matched up a different position.
12 So, one of our investigators who's in the
13 Employment Unit, she is now an investigator slash
14 mediator, so she'll be able to help the Mediation
15 Unit, which has been traditionally just two
16 members in our Mediation Unit, to include kind of
17 a half of a person, to do more of our precost
18 mediation.

19 So, the cases, before they even go all of
20 the way through the investigation or before they
21 receive a notice of finding of cause or no cause,
22 we have someone that's able to intervene earlier
23 in the process. So, that means our investigators

1 may have less time -- or spend less time doing
2 investigations, so they'll have more time to do
3 other investigations.

4 Also, it means that the parties are coming
5 to an agreement early in the process, so not too
6 many resources are being expended, you know, from
7 the respondent, maybe they're not engaging their
8 legal counsel yet in the process and they're able
9 to come to an agreement with the complainant
10 earlier. So, we're always very excited about
11 that.

12 Our number one goal here is to eradicate
13 discrimination, but we're also here to make sure
14 that the parties are educated on what their
15 rights and responsibilities are, and if the
16 parties can come to an agreement, then that's
17 what -- that's also super important for us, that
18 the parties are happy with what they're
19 receiving, but we're also making sure that the
20 state's interests are being protected as well,
21 that they're having these policy changes and
22 trainings.

23 MR. WILSON: So, just so you know,

1 again, as I said, even during the Region V we
2 still did the work. We have to keep doing the
3 work. It doesn't stop.

4 As Doneisha said is one of the big things
5 has been mediation. I mean the numbers of
6 participants have been tremendous, since we
7 had -- at the beginning, when we had Allisondra
8 and how she kind of changed that whole area
9 around, because if you go back, and historically
10 you won't see the type of mediation that we've
11 been doing this last year.

12 CHAIRPERSON SLASH: Uh-huh.

13 MR. WILSON: So, we're really happy
14 with that, that we're bringing parties together
15 and we're actually getting some resolution before
16 we have to go through this long, drawn-out
17 process, and people are getting out of it what
18 they want. So, we're happy about that.

19 So, with that, do you have any questions?

20 COMM. BLACKBURN: Yes. Under
21 Monetary Settlements, would you elaborate on
22 policy change?

23 MS. POSEY: Uh-huh. So, depending on

1 the type of case it is and depending on the
2 parties, if there was an issue in which the
3 policy that the company used is what was in
4 violation of the law, then we will make sure,
5 "Okay. You guys, obviously your policy isn't
6 working or it isn't being -- it is not being
7 effective for your organization. So, we want you
8 to change your policy. So, maybe we want you to
9 change your antiharassment policy in the
10 workplace. You need to have these additional
11 criteria for, you know, how you're going to do
12 that policy."

13 Or for housing, the homeowner association,
14 you don't have a good policy on reasonable
15 modifications or reasonable accommodations, so we
16 want you to add these certain things to your
17 policy."

18 And we don't really budge on those. You
19 know, for pretty much every single case, we want
20 to make sure that we are reviewing your policies
21 and that we believe that they're adequate, and if
22 we don't, we want you to change them, and we will
23 gladly do that for you.

1 COMM. BLACKBURN: What kind of
2 follow-up?

3 MS. POSEY: Yes. So, our ADR
4 Director is also our Compliance Director, so
5 depending on whether it was a settlement or a
6 final order, she receives all of those final
7 decisions for our agency and she makes sure that
8 the company or the landlord or whomever is
9 complying.

10 So, she keeps them on her kind of
11 compliance log, and every so often, depending on
12 the language of the settlement, we may have to go
13 in six months later to see if they've complied.
14 Maybe if there's training, we give them 60 days
15 to get their training done, but they have to
16 comply pretty much forever with whatever it is.

17 So, we will go back periodically to see:
18 Do they have notices still posted? Are they
19 still following their policy? And we make sure
20 that they're still being compliant with the law.

21 COMM. BLACKBURN: Do we keep records
22 to inform you of how frequently there are issues
23 around compliance?

1 MR. WILSON: This program really just
2 started. We just started this with the people.
3 That's a good question.

4 MS. POSEY: Yeah.

5 MR. WILSON: But we'll do it.
6 Remember, this is what we just started, so it's
7 new, so the data hasn't been built up like that
8 yet.

9 MS. POSEY: And I would say
10 additionally with that, if we find that parties
11 are not compliant, we are -- we have a very close
12 relationship with the Attorney General's Office,
13 and they will enforce any final order that we
14 have that the parties are not being compliant
15 with.

16 So, we have a liaison that we are in
17 constant communication with, and there's a case
18 right now being addressed that there was a final
19 order from the Commission that the party has not
20 complied with yet, so we are working very closely
21 with the Attorney General's Office to make sure
22 that that happens.

23 MR. WILSON: Yeah, but as far as the

1 data, it's just -- we just started the program,
2 so that's going to take a while for us to start
3 really knowing what has worked and what hasn't.
4 But if it's something that is new that we know
5 they haven't done as far as being compliant, yes,
6 we follow up. But we just started this, so it's
7 going to take us a minute to build up some data
8 and some history.

9 CHAIRPERSON SLASH: I guess my
10 question along that line is: Do we feel like
11 we're staffed adequately to do that, and
12 accurately?

13 MR. WILSON: Yeah, yes.

14 CHAIRPERSON SLASH: All right.

15 COMM. HARRINGTON: I have a question.
16 The closings, you talked about you're doing a lot
17 more on mediation, so I know there's a process,
18 so, you know, I'm still trying to learn.

19 MS. POSEY: Uh-huh.

20 COMM. HARRINGTON: You have a
21 formalized complaint, and then you actually have
22 a closing. Can you explain a little bit how
23 mediation -- where it fits in, and is it

1 reflected in the numbers on this?

2 MS. POSEY: Yes, yes, very much so.
3 So, when we have formalized complaints, those are
4 new complaints just opened within our agency, the
5 investigators just received it. But at any point
6 during the process of opening a complaint through
7 the end, the Mediation Unit has the ability to
8 try to settle those cases.

9 So, that 134 number is a mixture of cases
10 closed because of settlement, cases closed
11 because we found no cause, cases closed because
12 the parties decided to withdraw, and I don't
13 believe cause cases would be in that closing,
14 because the case would still be open, but just
15 any case that's been closed for any reason. And
16 then the ADR, our Mediation Unit, is really
17 helpful and really impactful in that area, to
18 keep cases closing at a higher rate, uh-huh.

19 COMM. RAMOS: A couple of questions.
20 Number one, I like the format again. It's very
21 helpful.

22 MS. POSEY: Okay.

23 COMM. RAMOS: One of the things that

1 I'd definitely like to see in it is -- are the
2 financials, either separately from your financial
3 person or included in this, just so we can see
4 rolling numbers on where we're at for the budget.
5 You know, the good news is that we're adding a
6 lot of people. We know there's a cost associated
7 with that, and just keeping it all in balance.

8 And separate from that, but a point that
9 you made on the changes and stuff, one of the
10 things from an education standpoint is that there
11 are -- you know, the state has made some changes
12 to the policy for expulsion, since -- rule
13 expulsion, and I don't know -- and it's
14 education, so it's not necessarily related to
15 this, but if you look under the covers, there is
16 a lot of reference to that. Is there anything
17 that anybody is involved in or looking at related
18 to that?

19 MR. WILSON: Well, we market for
20 education. We market for all of those categories
21 of discrimination, but we don't -- I mean that
22 would take a lot of people to go into the weeds
23 and --

1 COMM. RAMOS: Sure.

2 MR. WILSON: -- to do that, but, you
3 know, we try to make sure people know what this
4 agency does.

5 MS. POSEY: The big thing that we are
6 doing alongside that is trying to partner with
7 the organizations that are more in the weeds and
8 able to really look into that. So, recently we
9 had a meeting with the Federal Department of
10 Education, their Office of Civil Rights, their
11 headquart -- or this region's in Chicago, so they
12 came down here for a meeting.

13 I've been speaking with the Indiana
14 Department of Education and also the U.S.
15 Attorney's Office, their attorney for civil
16 rights, trying to really figure out how we can
17 all work together and partner for those issues
18 that affect education, just -- discrimination in
19 education.

20 We don't have the resources to really be
21 in the weeds and really, you know, delve into
22 that, so that's why partnerships are so very
23 important for us, so that we can kind of work

1 together and to figure those things out.

2 COMM. RAMOS: Yeah.

3 MR. WILSON: But I understood what
4 you were saying. I'm just saying we don't have
5 the ability to do that.

6 COMM. RAMOS: Okay.

7 MR. WILSON: That's what I'm talking
8 about.

9 CHAIRPERSON SLASH: I'm going to say
10 can I just make a recommendation, that maybe --

11 MS. POSEY: Yes, please.

12 CHAIRPERSON SLASH: -- instead of
13 just looking at state and federal level
14 partnerships, that perhaps parent advocacy groups
15 and --

16 MS. POSEY: Uh-huh.

17 CHAIRPERSON SLASH: -- things like
18 that as potential great partners for getting that
19 information.

20 MS. POSEY: We actually have a
21 partnership with Enroll Indy, and I mean they are
22 kind of dealing with all of the public and
23 charter schools within the City of Indianapolis

1 to help us push out our message, just as we do
2 the same for them. It's just a partnership of
3 sharing information that type of way. But yes, I
4 think that's a great idea, to give it to other
5 folks to be our --

6 CHAIRPERSON SLASH: Uh-huh.

7 MS. POSEY: -- you know, feet on the
8 ground.

9 CHAIRPERSON SLASH: Any other
10 questions on the Director's Report?

11 COMM. JACKSON: I have a question.
12 You mentioned in your preliminary remarks some
13 type of interest in getting to some of these
14 other counties. Are there any plans as to how we
15 do that?

16 MR. WILSON: We're doing that now
17 with our marketing. We do that already, External
18 Affairs groups, and then when we get our new
19 director, we'll get re-engaged again. But we do
20 market advertising all over the state. We have
21 an outreach person, which is John Hawkins, that
22 goes around. Everything's data driven where we
23 need to go and where we -- the areas we need to

1 focus on. So, yeah, we do that now.

2 COMM. JACKSON: Have you all gotten
3 any response as to -- because it looks like --
4 Allen County is Fort Wayne, so have you heard as
5 to why it's so low?

6 MR. WILSON: Well, remember, some of
7 these other areas have human rights agencies
8 there --

9 COMM. JACKSON: Oh.

10 MR. WILSON: -- so they don't
11 necessarily -- I mean like the Fort Wayne area
12 and others, they have human rights agencies, so
13 some of the complaints go directly to them. And
14 some complaints go directly to HUD and to EEOC.

15 MS. POSEY: But if you look at our
16 upcoming events, the second thing that's on
17 there, it says, "Employment CLE." We're doing
18 that in Fort Wayne, in partnership with the
19 Fort Wayne Metro Human Relations Commission, so,
20 you know, we -- we're extending our reach in that
21 capacity, and we have John Hawkins to really
22 thank to help move that forward.

23 COMM. JACKSON: So, do we know of any

1 other --

2 MS. POSEY: That's us, yes.

3 COMM. JACKSON: -- Commissioners --

4 MR. WILSON: Go to where?

5 COMM. JACKSON: Some of these places,
6 like the employment -- this event.

7 MR. WILSON: I mean it's for people
8 looking for their CLE's. You can always go and
9 visit anything that we do, but --

10 COMM. EDWARDS: I plan to.

11 MR. WILSON: Continue, yeah. I mean
12 it's on our calendar.

13 MS. POSEY: We'll send you --

14 MR. WILSON: Yeah.

15 MS. POSEY: -- more information on
16 that.

17 COMM. EDWARDS: Good.

18 MR. WILSON: Well, Caroline can send
19 that information to you. She can keep you in the
20 loop on those things.

21 MS. POSEY: And that's why we try to
22 put all of these kind of upcoming events on here,
23 so if there's anything that you see of interest,

1 just let us know.

2 We have two people that I want to
3 introduce. First is Ryan Garrigus.

4 MR. GARRIGUS: Nice to meet you.

5 MS. POSEY: He's our new Intake
6 Specialist.

7 Ryan, do you want to just briefly tell us
8 who you are?

9 MR. GARRIGUS: Yeah. I'm originally
10 from Oswego, Illinois. It's a suburb of Chicago.
11 I graduated from DePauw University in
12 Greencastle, Indiana in May, and just moved to
13 Indianapolis two months ago.

14 COMM. HARRINGTON: Welcome.

15 MS. THAMBA: Welcome, Ryan.

16 MR. GARRIGUS: Thank you.

17 MS. POSEY: And this is Max Malin,
18 Malin?

19 MR. MALIN: Malin.

20 MS. POSEY: Malin, I'm sorry. And
21 Rex is -- did I say Max?

22 MR. WILSON: You did.

23 MS. POSEY: I'm sorry, Rex. Rex is

1 our new legal intern.

2 Do you want to tell us about yourself?

3 MR. MALIN: I'm a 2L at the Law
4 School just down the street. I started working
5 here I think probably a month ago. I just want
6 to get my feet on the ground, and I heard about
7 it -- there's another intern here who I go to
8 school with who told me about this opportunity.
9 So, I'm just here to help in whatever way I can.
10 Nice to meet you guys.

11 CHAIRPERSON SLASH: Welcome.

12 MS. THAMBA: Welcome, Rex.

13 COMM. BLACKBURN: What year are you?

14 MR. MALIN: Two.

15 CHAIRPERSON SLASH: Welcome.

16 MS. POSEY: They're great, so I
17 couldn't be happier to have them on our team.

18 MR. WILSON: Okay. So, any other
19 questions?

20 CHAIRPERSON SLASH: None from me.

21 Are there any others from the other
22 Commissioners?

23 (No response.)

1 MR. WILSON: Thank you.

2 COMM. BLACKBURN: Well, thank you,
3 Ms. Posey.

4 CHAIRPERSON SLASH: Thank you.

5 All right. We'll move along through our
6 agenda, so with Old Business, we only had one
7 appeal that was assigned last month, and that
8 went to Comm. Edwards.

9 COMM. EDWARDS: Uh-huh.

10 CHAIRPERSON SLASH: How did you find
11 in your case?

12 COMM. EDWARDS: Okay. On the case of
13 Mark Zak versus Lowes, I recommend upholding the
14 finding of the Administrative Law Judge of no
15 probable cause.

16 CHAIRPERSON SLASH: May I have a
17 motion for that?

18 COMM. RAMOS: So moved.

19 COMM. JACKSON: Second.

20 CHAIRPERSON SLASH: All in favor?

21 COMM. RAMOS: Aye.

22 COMM. EDWARDS: Aye.

23 COMM. JACKSON: Aye.

1 COMM. HARRINGTON: Aye.

2 COMM. BLACKBURN: Aye.

3 CHAIRPERSON SLASH: Aye. Okay.

4 Motion carries.

5 And we'll go ahead and we'll move on to
6 our New Business and assigning, and I'm basically
7 going to go down the line from Comm. Ramos down
8 to Comm. Blackburn, and I've already actually
9 written them and I'll just pass the sheet.

10 In the case of Bridget Williams versus
11 Intelenet Global Services, Comm. Ramos; the next
12 one, Jennifer Parker versus Schmitt Backhoe &
13 Dump Truck Inc., Comm. Jackson; Carla Burran
14 versus Herff Jones, LLC, Comm. Edwards; Angelique
15 Kelly versus Hopebridge, LLC, Comm. Harrington;
16 Jackie Hutchinson versus Pedigo's Auto Sales-Glen
17 Pedigo, myself, Comm. Slash; Tiffany King versus
18 National Mentor Healthcare, LLC, d/b/a Indiana
19 Mentor, Comm. Blackburn; Francis Santos versus
20 Michigan City Area Schools, Comm. Ramos; Robyn
21 Montgomery versus BSN Sports, Comm. Jackson.

22 Okay. And so, now we're at the fun part,
23 I suppose. I received notification that we would

1 like to hire Caroline Stephens Ryker as our ALJ,
2 and so, I got the wonderful opportunity to sign
3 off on that. And so, the Commission has the
4 right to do that, and as Chair of the Commission,
5 I had the ability to sign off on that.

6 We are very thankful and happy to have you
7 to stay with the Civil Rights Commission, and
8 also in your new role, and are absolutely looking
9 forward to you in your new role.

10 MS. RYKER: I'm very much looking
11 forward to working with you as well. Thank you
12 for this opportunity.

13 COMM. JACKSON: Congratulations.

14 CHAIRPERSON SLASH: Okay. That's all
15 I have to address there; right?

16 MS. RYKER: Yes. The only other
17 point I did want to add is, as far as the
18 appointment is concerned, the Commission decided,
19 I believe in 1997, that the Administrative Law
20 Judge would only preside over matters after cause
21 has been found, and so, my appointment is
22 restricted to after probable cause or reasonable
23 cause, and not those precause ones.

1 CHAIRPERSON SLASH: Okay. So, no
2 change from anything that we've discussed before.
3 All rules continue to go forth as they have been
4 before.

5 MR. WILSON: Uh-huh.

6 CHAIRPERSON SLASH: Just for clarity,
7 I wanted to make sure we got that on the record.
8 Okay. Very good.

9 So, as mentioned during the announcement
10 of the agenda, we have quite a bit of Notice of
11 Elections. Do you have anything that you'd like
12 to give as introductory remarks?

13 MS. RYKER: Yes. So, this month
14 there are several different kinds of motions on
15 the agenda before the Commission, and I do want
16 to explain the procedural posture of at least the
17 first few motions as Notice of Elections, because
18 it is a little bit different than they may have
19 been before the Commission previously.

20 As I mentioned, I am the new
21 Administrative Law Judge, and I had been a staff
22 attorney previously, so there are cases where I
23 have conflicts and I'm prohibited from making

1 those decisions by law, so these three cases come
2 in that posture, where the Commission is the
3 party that needs to make the decisions first, and
4 then those decisions will immediately become
5 final decisions.

6 The Notice of Elections that are
7 presented, the first part of the agenda is just a
8 brief statement of the law concerning whether or
9 not to grant a Notice of Election. I will note
10 that each of the Notice of Elections that are
11 here, all three of them, both parties have moved
12 for that election, so the parties are in
13 agreement as far as wanting to go to State Court.

14 CHAIRPERSON SLASH: Okay. And so,
15 with that being said, I believe we should go
16 through each of them and make a motion on each.
17 But as she stated, you know, I read through them,
18 but each party has agreed to the same election.

19 So, I will accept or hear a motion to
20 grant the parties in the first case, Gregory L.
21 Wilson in his capacity as Executive Director of
22 the Indiana Civil Rights Commission versus
23 Tuscany Village Community Association, Inc. and

1 Mainstreet Management, to grant the parties the
2 Notice of Election, so that this case will be
3 dismissed and they can proceed to State Court.

4 COMM. JACKSON: I move.

5 CHAIRPERSON SLASH: Do I have a
6 motion?

7 COMM. JACKSON: I move.

8 COMM. BLACKBURN: So moved.

9 CHAIRPERSON SLASH: Okay.

10 COMM. HARRINGTON: Second.

11 CHAIRPERSON SLASH: All in favor?

12 COMM. RAMOS: Aye.

13 COMM. EDWARDS: Aye.

14 COMM. JACKSON: Aye.

15 COMM. HARRINGTON: Aye.

16 COMM. BLACKBURN: Aye.

17 CHAIRPERSON SLASH: Aye. Okay.

18 And then the second one, Gregory L.
19 Wilson, Sr. in his official capacity as Executive
20 Director of the Indiana Civil Rights Commission
21 versus Interstate Realty Management
22 Company/Bellview [sic] Apartments. I'll accept a
23 motion to grant the parties Notice of Election,

1 so that the administrative case can be dismissed
2 and that case can proceed to State Court.

3 COMM. EDWARDS: So moved.

4 COMM. JACKSON: Second.

5 CHAIRPERSON SLASH: All in favor?

6 COMM. RAMOS: Aye.

7 COMM. EDWARDS: Aye.

8 COMM. JACKSON: Aye.

9 COMM. HARRINGTON: Aye.

10 COMM. BLACKBURN: Aye.

11 CHAIRPERSON SLASH: Aye.

12 And the third case, Gregory L. Wilson, Sr.
13 in his official capacity as Executive Director of
14 the Indiana Civil Rights Commission (FANNON)
15 versus Mishawaka Housing Authority.

16 COMM. HARRINGTON: Motion.

17 COMM. JACKSON: So moved.

18 COMM. RAMOS: Second.

19 CHAIRPERSON SLASH: Did I get a so
20 moved?

21 COMM. JACKSON: Yes.

22 CHAIRPERSON SLASH: Okay. And a
23 second. All in favor?

1 COMM. RAMOS: Aye.

2 COMM. EDWARDS: Aye.

3 COMM. JACKSON: Aye.

4 COMM. HARRINGTON: Aye.

5 COMM. BLACKBURN: Aye.

6 CHAIRPERSON SLASH: Aye. Okay.

7 And so, now we'll move ahead to the
8 Withdrawals. Is there anything special to say
9 about the withdrawal before we proceed?

10 MS. RYKER: So, with respect to
11 Brodzinski versus Good Hospitality Services,
12 which is the motion before you here, there are
13 two different ways that a withdrawal can be made
14 once a settlement has been reached. The first is
15 that the complainant simply withdraws, and then
16 the second is the parties can ask the Commission
17 for permission to dismiss the case.

18 And with respect to your decision here
19 today, if you do decide to grant the withdrawal,
20 you do need to manifest that consent in a written
21 motion, and I do have one prepared if you choose
22 to go that route, so I'll need at least four
23 Commissioners to sign off on that, to show that a

1 majority of the Commission does support the
2 dismissal.

3 CHAIRPERSON SLASH: Okay. And as we
4 can see before us, that the parties have engaged
5 in mediation which resulted in the settlement,
6 and they've moved to dismiss, so I would love to
7 support a motion to grant their wishes.

8 COMM. JACKSON: So moved.

9 COMM. RAMOS: Second.

10 CHAIRPERSON SLASH: All in favor?

11 COMM. RAMOS: Aye.

12 COMM. EDWARDS: Aye.

13 COMM. JACKSON: Aye.

14 COMM. HARRINGTON: Aye.

15 COMM. BLACKBURN: Aye.

16 CHAIRPERSON SLASH: Aye. Okay. And
17 we can sign down the line if we need to.

18 Okay. And then -- so, now we've got the
19 Procedural Motions.

20 MS. RYKER: Correct. And there are a
21 few different kinds of Procedural Motions that
22 are before the Commission at this time. At the
23 last meeting, we announced to the Commission that

1 there was a Motion for Summary Judgment filed in
2 Indiana Civil Rights Commission versus Creative
3 Approach Realty.

4 And I will disclose that I am the -- or
5 was, excuse me -- the attorney that filed that
6 motion, and have since withdrawn from that case.
7 The -- at the time it was presented, Respondent
8 still had some time to file a response to that
9 motion. Respondent did not file a response.

10 As far as when a Motion for Summary
11 Judgment can be granted, it's when there are no
12 facts in dispute and the law requires a certain
13 outcome, or as the courts have said, no genuine
14 dispute as to any material fact, then the movant
15 is entitled to judgment as a matter of law.

16 I will note that under Indiana Trial
17 Rule 56, when there is no response, it does not
18 necessarily mean that the motion must be granted.
19 Summary judgment shall not be granted as a course
20 because the opposing party fails to offer
21 opposing affidavits or evidence, but the Court
22 shall make its determination on the evidentiary
23 matter designated to the Court.

1 The Commission has a couple of different
2 options that it can take. It can assign the
3 motion to a particular Commissioner, or it can
4 make a final decision here today.

5 CHAIRPERSON SLASH: And so, based off
6 of the will of the body that we've kind of heard
7 over time is that we like to read things before
8 we decide on them, do I have any question to
9 that, or would you -- are there Commissioners
10 that would like to make a decision today?

11 COMM. RAMOS: I would motion that we
12 assign it to the Commissioners to review, since
13 we haven't had an opportunity to dive into this
14 any deeper.

15 CHAIRPERSON SLASH: Okay.

16 Is there a second?

17 COMM. JACKSON: Second.

18 CHAIRPERSON SLASH: All right. All
19 in favor?

20 COMM. RAMOS: Aye.

21 COMM. EDWARDS: Aye.

22 COMM. JACKSON: Aye.

23 COMM. HARRINGTON: Aye.

1 COMM. BLACKBURN: Aye.

2 CHAIRPERSON SLASH: Aye. All right.
3 So, that's what we'll do, we will reassign it,
4 and then we will move on. And so --

5 MS. RYKER: As far as assignment is
6 concerned, there is an order in the Indiana Code
7 of preference. The preference is first to the
8 Chair. If the --

9 CHAIRPERSON SLASH: Okay.

10 MS. RYKER: -- Chair is unavailable,
11 the Vice-Chair, and then to any other
12 Commissioner who may have an interest.

13 CHAIRPERSON SLASH: Okay. Then I
14 will assign the case to myself, and we will
15 revisit next month.

16 Okay. And the second Procedural Motion is
17 in Lawrence Key versus Campagna Academy, Inc.

18 MS. RYKER: And with one -- there are
19 actually two motions filed in this case, what is
20 appearing as the second item under Procedural
21 Motions and then the fourth item as well, and
22 this is part of why we had to issue a revised
23 agenda. We received that fourth motion this

1 morning.

2 CHAIRPERSON SLASH: Okay.

3 MS. RYKER: And they are asking for
4 rescheduling of the oral arguments and an
5 extension on the deadlines to file briefs because
6 of conflicts the attorneys both have.

7 COMM. RAMOS: Are both parties in
8 agreement?

9 MS. RYKER: Yes.

10 CHAIRPERSON SLASH: Okay.

11 MS. RYKER: There were no objections
12 filed by either party to each motion.

13 CHAIRPERSON SLASH: For either
14 motion?

15 MS. RYKER: For either motion.

16 CHAIRPERSON SLASH: Okay. So, I'd
17 like to entertain a motion on both 2 and 4.

18 COMM. RAMOS: So moved.

19 COMM. BLACKBURN: Second.

20 COMM. EDWARDS: So, it's a motion to
21 reschedule?

22 CHAIRPERSON SLASH: The motion is to
23 reschedule.

1 COMM. HARRINGTON: Second.

2 CHAIRPERSON SLASH: Okay. All in
3 favor?

4 COMM. RAMOS: Aye.

5 COMM. EDWARDS: Aye.

6 COMM. JACKSON: Aye.

7 COMM. HARRINGTON: Aye.

8 COMM. BLACKBURN: Aye.

9 MS. RYKER: Currently the oral
10 arguments in Lawrence Key Versus Campagna Academy
11 were scheduled for November 16th, at that
12 Commission meeting, so rescheduling it would
13 result in the oral arguments being held at the
14 December 21st, 2018 Commission meeting.

15 CHAIRPERSON SLASH: Okay.

16 COMM. HARRINGTON: Yes.

17 CHAIRPERSON SLASH: Yes.

18 COMM. HARRINGTON: A question:
19 Logistically, have they confirmed they're both
20 available for that, so it doesn't begin to get
21 pushed out?

22 MS. RYKER: So, they did not propose
23 new dates or deadlines, so that is the scheduled

1 meeting time that will follow next. If they are
2 unavailable at that time, we can have a
3 Commission meeting that's not regularly scheduled
4 to have those oral arguments, if that's what the
5 Commission would like to do.

6 COMM. HARRINGTON: Okay. And just if
7 we could monitor --

8 CHAIRPERSON SLASH: Uh-huh.

9 COMM. HARRINGTON: -- so that --

10 CHAIRPERSON SLASH: I was going to
11 say, can we request to hear that as soon as we
12 know, to --

13 MS. RYKER: Yes.

14 CHAIRPERSON SLASH: -- be informed?
15 Because if we need to do that, specifically in
16 December, it's a little harder to schedule
17 things.

18 COMM. HARRINGTON: Uh-huh.

19 MS. RYKER: Okay. I'll make sure I
20 send out that notice on Monday and get
21 confirmation from the parties as soon as
22 possible.

23 CHAIRPERSON SLASH: Okay. Thank you.

1 And then the Procedural Motion No. 3,
2 Lynne Farmer versus Evansville Vanderburgh School
3 Corporation.

4 MS. RYKER: And if you don't mind, we
5 have not set a date for the brief --

6 CHAIRPERSON SLASH: Oh, the
7 deadline --

8 MS. RYKER: -- extension as well.

9 CHAIRPERSON SLASH: -- for the brief
10 on no. 4.

11 MS. RYKER: Uh-huh. Usually, again,
12 it's 30 days, so that new deadline would actually
13 be the new Commission meeting, November 16th, if
14 that's appropriate for the Commission.

15 CHAIRPERSON SLASH: Does anyone have
16 any concern with just a 30-day extension?

17 MS. POSEY: Can I just -- I'm sorry.
18 Could I just say we schedule it for the day
19 before, so that it's turned in close of business
20 the day before, so that you will have it on the
21 day of the Commission meeting?

22 CHAIRPERSON SLASH: Uh-huh. I like
23 that.

1 Does anyone have any questions or comment?

2 COMM. BLACKBURN: It makes sense.

3 CHAIRPERSON SLASH: Okay. Thank you
4 for that recommendation. Do we need to make a
5 motion on that?

6 MS. RYKER: (Nodded head yes.)

7 CHAIRPERSON SLASH: Okay.

8 So, I'd like to entertain a motion to move
9 the deadline for filing objections to
10 November 15th, 2018.

11 COMM. JACKSON: So moved.

12 COMM. HARRINGTON: Second.

13 CHAIRPERSON SLASH: All in favor?

14 COMM. RAMOS: Aye.

15 COMM. EDWARDS: Aye.

16 COMM. JACKSON: Aye.

17 COMM. HARRINGTON: Aye.

18 COMM. BLACKBURN: Aye.

19 CHAIRPERSON SLASH: Aye. Okay.

20 And No. 3, we're going back there again.
21 Lynne Farmer versus Evansville Vanderburgh School
22 Corporation. Is there anything other than we
23 just need to reschedule their oral arguments and

1 extend their briefs?

2 MS. RYKER: The Lynne Farmer case
3 actually falls on the previously scheduled
4 deadlines for Lawrence Key, so you could push
5 those out to the exact same schedule as --

6 CHAIRPERSON SLASH: Okay.

7 MS. RYKER: -- the Lawrence Key case.

8 CHAIRPERSON SLASH: So, to the
9 December 21st meeting, and documents due
10 November 15th?

11 MS. RYKER: Correct.

12 CHAIRPERSON SLASH: Okay.

13 I will entertain a motion to that effect.

14 COMM. RAMOS: So moved.

15 COMM. HARRINGTON: So moved.

16 CHAIRPERSON SLASH: Thank you.

17 COMM. EDWARDS: Second.

18 CHAIRPERSON SLASH: Thank you. All
19 in favor?

20 COMM. RAMOS: Aye.

21 COMM. EDWARDS: Aye.

22 COMM. JACKSON: Aye.

23 COMM. HARRINGTON: Aye.

1 COMM. BLACKBURN: Aye.

2 CHAIRPERSON SLASH: Aye. Okay.

3 So, we've made it through the tough part.
4 Now we are at Announcements. We've had no
5 announcements the last couple of months, so are
6 there any announcements from either the
7 Commission or from Commissioners?

8 (Cell phone rang.)

9 MS. POSEY: Somebody has an
10 announcement.

11 COMM. BLACKBURN: Somebody has an
12 announcement musically, at least.

13 (Laughter.)

14 CHAIRPERSON SLASH: Okay. If there
15 are no --

16 COMM. BLACKBURN: Excuse me, please.

17 COMM. JACKSON: Can we have a
18 Christmas party in December?

19 COMM. HARRINGTON: We did last year.

20 MR. WILSON: We haven't gotten to it
21 yet. We'll get back with you on that one. We
22 just haven't -- we haven't gotten there yet.

23 COMM. BLACKBURN: On what? I'm

1 sorry; I didn't hear.

2 CHAIRPERSON SLASH: Comm. Jackson
3 asked about a Christmas party.

4 COMM. RAMOS: You can't say no.

5 MR. WILSON: It won't be us, then.

6 CHAIRPERSON SLASH: Have a pitch-in?

7 MR. WILSON: It won't be us. It was
8 a pitch-in last year.

9 COMM. BLACKBURN: It was, and it was
10 quite nice.

11 I do want to announce that the Commission
12 on the Status of Black Males went extremely well,
13 and I want to compliment the Commission for
14 whatever part it played in the success of it.

15 MR. WILSON: Well, we were fortunate
16 to have -- and James has always been a great
17 person to have there, but we had some
18 Commissioners who really stepped up, like Shanel
19 Poole --

20 MS. POSEY: Uh-huh.

21 MR. WILSON: -- who -- I don't know
22 if any of you know Shanel, but she actually -- we
23 voted her to be charge of the subcommittee to put

1 that together, so she put all of those
2 partnerships in, you know, with James and others
3 supporting that, but she did a rock-star job --

4 CHAIRPERSON SLASH: Uh-huh.

5 MR. WILSON: -- of taking that and
6 showing people how to really make something
7 different happen. So, yeah, that was a good
8 thing, it was. Thank you for attending that. It
9 was great.

10 COMM. BLACKBURN: Yes, she did.

11 MR. WILSON: Yeah, she did, she did a
12 great job.

13 COMM. BLACKBURN: Uh-huh.

14 MR. WILSON: And not just her, and
15 so, I would say that speaking of that, but also
16 we did -- the Women's Commission had their event,
17 the --

18 MS. POSEY: Torch Bearer.

19 MR. WILSON: -- yeah, the Torch
20 Bearer Awards, and it was a great selection of
21 people who got that award. And like I said,
22 we -- like Dolly Serrant with the ICHLA now,
23 she's come in and just been great. So, we have

1 some really strong Commissioners.

2 And then also -- I mean liaisons to the
3 Commission -- and then also Melissa Williams, who
4 runs the Native American Commission, she's
5 actually putting together the first of its kind
6 here, probably in Indiana -- I'm sure it's
7 happened in other places -- the first honoring of
8 Native Americans who have served in our military
9 services. That's toward the end of this year.

10 So, she's putting it together. It's a big
11 undertaking, and I think right now it's something
12 like maybe up to 900-some Native American
13 veterans in Indiana that's going to show up for
14 that event. So, that's a first of its kind, so
15 we're excited about that. So, we have a lot of
16 great things going inside of the Commission.

17 But one thing, just to share with you
18 since you said that, is also they're helping to
19 carry our message out, too, about the Indiana
20 Civil Rights commission.

21 MS. POSEY: Uh-huh.

22 MR. WILSON: That's something that
23 hasn't happened before is that the Commission

1 actually took ahold of and understood the
2 importance of those that they serve. So, thank
3 you for attending that. It was a good turnout.

4 COMM. JACKSON: She's --

5 COMM. BLACKBURN: It was a long day,
6 but it was worth it.

7 COMM. JACKSON: She's going to be on
8 our show on the 27th.

9 MR. WILSON: Who is that?

10 COMM. JACKSON: Melissa.

11 MR. WILSON: Oh, is she?

12 COMM. JACKSON: Yeah.

13 MR. WILSON: Excellent.

14 COMM. JACKSON: We'll talk about
15 that.

16 MR. WILSON: The Veterans piece?

17 COMM. JACKSON: Uh-huh.

18 MR. WILSON: Yeah, we're going to try
19 to make sure she gets out to a lot, because as I
20 said, it's the first of its kind --

21 CHAIRPERSON SLASH: Good. That's
22 awesome.

23 MR. WILSON: -- to honor Native

1 Americans who served in our military, all
2 branches, so -- even though the Army is the best
3 branch, but anyway.

4 COMM. EDWARDS: Of course.

5 (Laughter.)

6 MS. POSEY: I'll say one last thing.
7 I lost Caroline Ryker as a staff attorney because
8 she's now the ALJ, so I do have an opening for a
9 staff attorney position. If you know of anyone
10 who would like to litigate discrimination cases,
11 please send them my way.

12 MR. WILSON: Yeah, we're very
13 fortunate to have Caroline. I mean I -- there
14 was no doubt or no hesitation in we selecting her
15 as the person that would be the candidate to
16 represent the ALJ's office. I mean she has
17 been -- she was stellar as doing the -- I mean
18 she came in with the energy to help us get things
19 done that, again, were part of that backlog that
20 we were talking about, and I'm excited to see
21 what she's going to do in this role as well.

22 CHAIRPERSON SLASH: Uh-huh.

23 MR. WILSON: So, we have some

1 superstars here in this agency.

2 CHAIRPERSON SLASH: Okay. Are there
3 any --

4 (Cell phone rang.)

5 COMM. RAMOS: Any news from Judge
6 Burkhardt? The only reason -- my fear is they're
7 just going to eat him up, and Jersey is rough.

8 MS. POSEY: I actually spoke to him
9 the other day. He is doing extremely well. He
10 really loves his position now. He's with the
11 EEOC at the New York City office. He really
12 likes it. His family's doing well.

13 COMM. RAMOS: Good. Thank you.

14 MR. WILSON: But he said they were
15 nowhere as well off as we were here.

16 COMM. RAMOS: Oh, yeah.

17 CHAIRPERSON SLASH: Well, that's good
18 to hear.

19 COMM. JACKSON: Yeah, that's right.

20 CHAIRPERSON SLASH: That's good to
21 hear.

22 Okay. Without any -- oh, you have an
23 announcement?

1 COMM. BLACKBURN: Yes. I have with
2 me a single flimsy flier that is looking very
3 shop worn, but I want to announce to all of you
4 here, and to have you post it somewhere where
5 staff and members will see it, a benefit for the
6 American Cancer Society. I will be presenting a
7 fashion show at the Skyline Club next Friday,
8 the 26th. So, I'll pass it down the line, and
9 then you can have it.

10 MS. POSEY: I'll make copies for
11 everybody.

12 COMM. BLACKBURN: Okay.

13 CHAIRPERSON SLASH: Okay. Are there
14 any -- are there any further announcements?

15 COMM. HARRINGTON: Just a comment.

16 CHAIRPERSON SLASH: You have one?

17 COMM. HARRINGTON: Yes. I was able
18 to attend the Region V Conference, and I just
19 want to commend the staff on the energy and
20 enthusiasm that, I think, started with you guys,
21 and then -- and I apologize for my voice -- you
22 could see in the participants that they were very
23 happy to be a part of it.

1 And I don't know the schedule of how
2 frequently that will fall, but I think people
3 will definitely come back. I think you
4 represented not only the cause of the agency, but
5 the state very well. So, thank you.

6 MR. WILSON: You know, actually it's
7 going to be an annual event, but it's going to be
8 more of an Indiana event now. The Region V
9 was -- because, again, we wanted to make up for
10 the fact that we couldn't -- we didn't pull it
11 off, and kind of -- it was an embarrassment where
12 people thought that we couldn't do it, we weren't
13 capable of doing it.

14 We proved we're more than capable, and now
15 we'll do an Indiana-based conference, which we'll
16 still invite all of those from around the
17 country. It would be a showcase, we believe,
18 within the HUD Housing relationship. Yeah, so
19 we're excited.

20 COMM. HARRINGTON: It's a great
21 event.

22 CHAIRPERSON SLASH: Okay. Is there
23 any public comment today?

1 COMM. BLACKBURN: Where --

2 CHAIRPERSON SLASH: Oh, I'm sorry.

3 COMM. BLACKBURN: Where is the
4 Commission on -- not Commission -- the Conference
5 on Women? Where is that to occur?

6 MR. WILSON: On the -- on the what?

7 MS. POSEY: The Women's -- are you
8 talking about the Women's Conference.

9 COMM. BLACKBURN: The Women's
10 Leadership Conference --

11 MS. POSEY: I think --

12 COMM. BLACKBURN: -- on the 8th.

13 MS. RYKER: I can get more
14 information on that and send that out.

15 COMM. BLACKBURN: On the 8th?

16 CHAIRPERSON SLASH: It says here on
17 the 8th.

18 MR. WILSON: She's going to get more
19 information. Caroline will send you something on
20 that.

21 COMM. BLACKBURN: Okay. Thanks.

22 MR. WILSON: You were saying public
23 comment?

1 CHAIRPERSON SLASH: I was going to
2 say at this time we'll hear any public comment if
3 there is any.

4 (No response.)

5 CHAIRPERSON SLASH: Okay. And if all
6 hearts and minds are clear and we have nothing
7 further to discuss, we'll go ahead and dismiss
8 this month's Commission hearing.

9 COMM. BLACKBURN: Adjourn.

10 CHAIRPERSON SLASH: Oh, adjourn.

11 - - -
12 Thereupon, the proceedings of
13 October 19, 2018 were concluded
14 at 1:53 o'clock p.m.
15 - - -

16

17

18

19

20

21

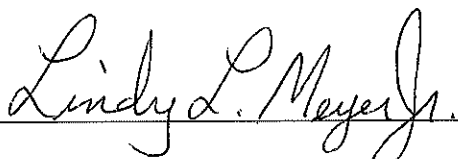
22

23

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, October 19, 2018 in this matter and transcribed by me.


Lindy L. Meyer, Jr.,
Notary Public in and
for the State of Indiana.

My Commission expires August 26, 2024.

\$	5	30:14, 32:19, 33:21, 36:1	annual [1] - 56:7	awards [1] - 50:20
\$43,000 [1] - 13:23	56 [2] - 9:8, 39:17	ADR [5] - 13:21, 14:5, 14:6, 18:3, 21:16	antiharassment [1] - 17:9	awesome [3] - 12:15, 13:1, 52:22
1	6	Adrienne [2] - 1:11, 2:3	anyway [2] - 7:9, 53:3	aye [59] - 4:14, 4:15, 4:16, 4:17, 4:18, 4:19, 30:21, 30:22, 30:23, 31:1, 31:2, 31:3, 35:12, 35:13, 35:14, 35:15, 35:16, 35:17, 36:6, 36:7, 36:8, 36:9, 36:10, 36:11, 37:1, 37:2, 37:3, 37:4, 37:5, 37:6, 38:11, 38:12, 38:13, 38:14, 38:15, 38:16, 40:20, 40:21, 40:22, 40:23, 41:1, 41:2, 43:4, 43:5, 43:6, 43:7, 43:8, 46:14, 46:15, 46:16, 46:17, 46:18, 46:19, 47:20, 47:21, 47:22, 47:23, 48:1, 48:2
100 [2] - 1:15, 2:9 106 [2] - 13:2, 13:4 12 [1] - 11:1 127 [1] - 9:7 12922 [1] - 1:22 134 [3] - 13:9, 13:15, 21:9 14 [1] - 9:8 15th [2] - 46:10, 47:10 16 [2] - 10:23, 12:11 16th [2] - 43:11, 45:13 19 [5] - 1:5, 1:17, 3:1, 58:12, 59:7 1997 [1] - 32:19 1:03 [3] - 1:17, 3:1, 3:4 1:05 [1] - 4:23 1:53 [1] - 58:12	60 [1] - 18:14	advertising [1] - 25:20 advocacy [1] - 24:14 affairs [2] - 8:6, 25:18 affect [1] - 23:18 affidavits [1] - 39:21 afternoon [3] - 4:22, 4:23, 8:14 age [1] - 10:10 agencies [2] - 26:7, 26:12 Agency [1] - 8:3 agency [11] - 8:18, 9:4, 10:6, 12:2, 12:12, 14:1, 18:7, 21:4, 23:4, 54:1, 56:4 agenda [8] - 3:9, 3:11, 3:20, 30:6, 33:10, 33:15, 34:7, 41:23 ago [4] - 12:14, 14:7, 28:13, 29:5 agreed [1] - 34:18 agreement [5] - 15:5, 15:9, 15:16, 34:13, 42:8 ahead [4] - 3:4, 31:5, 37:7, 58:7 ahold [1] - 52:1 ALJ [2] - 32:1, 53:8 ALJ's [1] - 53:16 Allen [3] - 11:1, 11:10, 26:4 Allisondra [1] - 16:7 almost [1] - 14:3 alongside [1] - 23:6 Alpha [1] - 2:4 ALSO [1] - 2:16 amazing [1] - 13:10 American [3] - 51:4, 51:12, 55:6 Americans [2] - 51:8, 53:1 Anehita [1] - 2:14 Angelique [1] - 31:14 Anna [1] - 2:17 announce [3] - 3:9, 49:11, 55:3 announced [1] - 38:23 announcement [5] - 8:6, 33:9, 48:10, 48:12, 54:23 announcements [5] - 4:7, 48:4, 48:5, 48:6, 55:14	apartments [1] - 35:22 apologize [1] - 55:21 appeal [2] - 3:21, 30:7 appeals [4] - 3:22, 3:23, 13:16, 13:20 APPEARANCES [1] - 2:1 appearing [1] - 41:20 appointed [1] - 3:19 appointment [3] - 3:23, 32:18, 32:21 Approach [1] - 39:3 appropriate [1] - 45:14 approval [2] - 4:9, 8:10 approved [1] - 8:8 area [6] - 9:6, 9:7, 16:8, 21:17, 26:11, 31:20 areas [5] - 10:20, 11:5, 25:23, 26:7 arguments [5] - 42:4, 43:10, 43:13, 44:4, 46:23 Army [1] - 53:2 Arnold [1] - 2:14 assign [3] - 40:2, 40:12, 41:14 assigned [1] - 30:7 assigning [1] - 31:6 assignment [1] - 41:5 associated [1] - 22:6 Association [1] - 34:23 association [1] - 17:13 attend [2] - 5:4, 55:18 attending [2] - 50:8, 52:3 attorney [6] - 19:12, 23:15, 33:22, 39:5, 53:7, 53:9 Attorney [1] - 19:21 attorney's [1] - 23:15 attorneys [1] - 42:6 audience [1] - 6:22 August [4] - 11:14, 11:19, 12:9, 59:15 authority [1] - 36:15 Auto [1] - 31:16 available [1] - 43:20 Avenue [3] - 1:15, 1:22, 2:9 award [1] - 50:21	
7	75 [1] - 11:19 79 [1] - 13:11			
8	81 [2] - 10:22, 10:23 824 [1] - 11:18 848-0088 [1] - 1:23 8th [3] - 57:12, 57:15, 57:17			
9	900-some [1] - 51:12			
2	A			B
2 [1] - 42:17 20 [1] - 10:9 2018 [7] - 1:5, 1:17, 3:1, 43:14, 46:10, 58:12, 59:7 2024 [1] - 59:15 21st [2] - 43:14, 47:9 22 [1] - 12:8 231 [1] - 12:8 26 [1] - 59:15 26th [1] - 55:8 27,000 [1] - 14:3 27th [1] - 52:8 28 [2] - 9:8, 10:8 2L [1] - 29:3	ability [3] - 21:7, 24:5, 32:5 able [5] - 14:14, 14:22, 15:8, 23:8, 55:17 above-captioned [1] - 1:10 absolutely [1] - 32:8 academy [2] - 41:17, 43:10 accept [2] - 34:19, 35:22 accommodation [1] - 9:8 accommodations [1] - 17:15 ACCURATE [1] - 1:21 accurately [1] - 20:12 actual [1] - 10:5 add [2] - 17:16, 32:17 adding [1] - 22:5 addition [1] - 14:2 additional [2] - 13:3, 17:10 additionally [1] - 19:10 address [1] - 32:15 addressed [1] - 19:18 adequate [1] - 17:21 adequately [1] - 20:11 adjourn [2] - 58:9, 58:10 administrative [7] - 3:16, 4:1, 13:18,			background [1] - 8:7 Backhoe [1] - 31:12 backlog [1] - 53:19 balance [1] - 22:7 barriers [1] - 7:2 based [3] - 10:7, 40:5, 56:15 Bearer [2] - 50:18, 50:20 become [1] - 34:4 BEFORE [1] - 1:1 begin [2] - 13:7, 43:20 beginning [1] - 16:7 behalf [1] - 2:10 below [1] - 10:4 benefit [1] - 55:5 best [1] - 53:2 between [1] - 10:13 big [4] - 11:4, 16:4, 23:5, 51:10 biggest [1] - 10:21 bit [3] - 20:22, 33:10, 33:18 black [1] - 49:12 BLACKBURN [35] - 4:12, 4:18, 16:20, 18:1, 18:21, 29:13, 30:2, 31:2, 35:8, 35:16, 36:10, 37:5, 38:15, 41:1, 42:19, 43:8, 46:2, 46:18, 48:1, 48:11, 48:16, 48:23, 49:9, 50:10, 50:13, 52:5, 55:1,
3				
3 [2] - 45:1, 46:20 30 [2] - 14:6, 45:12 30-day [1] - 45:16 317 [1] - 1:23 37 [1] - 10:7				
4				
4 [2] - 42:17, 45:10 40 [1] - 13:22 46032 [1] - 1:22 46204 [1] - 2:9 48 [1] - 13:3				

55:12, 57:1, 57:3,
57:9, 57:12, 57:15,
57:21, 58:9
Blackburn [3] - 2:4,
31:8, 31:19
board [1] - 12:21
body [1] - 40:6
branch [1] - 53:3
branches [1] - 53:2
brand [1] - 12:15
Bridget [1] - 31:10
brief [3] - 34:8, 45:5,
45:9
briefly [1] - 28:7
briefs [2] - 42:5, 47:1
Brighton [1] - 1:22
bringing [1] - 16:14
Brionna [1] - 2:14
Brodzinski [1] - 37:11
broken [1] - 5:13
BSN [1] - 31:21
budge [1] - 17:18
budget [1] - 22:4
build [1] - 20:7
built [1] - 19:7
Burkhardt [1] - 54:6
Burran [1] - 31:13
business [5] - 3:21,
3:22, 30:6, 31:6,
45:19
busy [1] - 8:16

C

calendar [1] - 27:12
California [1] - 5:17
Campagna [2] - 41:17,
43:10
cancer [1] - 55:6
candidate [1] - 53:15
capable [2] - 56:13,
56:14
capacity [4] - 26:21,
34:21, 35:19, 36:13
captioned [1] - 1:10
carla [1] - 31:13
Carmel [1] - 1:22
Caroline [7] - 2:12,
3:15, 27:18, 32:1,
53:7, 53:13, 57:19
carries [2] - 4:20, 31:4
carry [1] - 51:19
Carson [1] - 6:3
case [19] - 17:1, 17:19,
19:17, 21:14, 21:15,
30:11, 30:12, 31:10,
34:20, 35:2, 36:1,
36:2, 36:12, 37:17,
39:6, 41:14, 41:19,
47:2, 47:7

cases [14] - 6:11, 7:11,
13:9, 13:11, 14:19,
21:8, 21:9, 21:10,
21:11, 21:13, 21:18,
33:22, 34:1, 53:10
categories [1] - 22:20
cell [1] - 54:4
Cell [1] - 48:8
Center [2] - 1:15, 2:8
certain [2] - 17:16,
39:12
CERTIFICATE [1] -
59:1
certify [1] - 59:5
chain [1] - 6:4
chair [4] - 3:19, 32:4,
41:8, 41:10
Chair [2] - 7:5, 41:11
CHAIRPERSON [87] -
3:3, 4:8, 4:13, 4:19,
7:6, 10:2, 16:12,
20:9, 20:14, 24:9,
24:12, 24:17, 25:6,
25:9, 29:11, 29:15,
29:20, 30:4, 30:10,
30:16, 30:20, 31:3,
32:14, 33:1, 33:6,
34:14, 35:5, 35:9,
35:11, 35:17, 36:5,
36:11, 36:19, 36:22,
37:6, 38:3, 38:10,
38:16, 40:5, 40:15,
40:18, 41:2, 41:9,
41:13, 42:2, 42:10,
42:13, 42:16, 42:22,
43:2, 43:15, 43:17,
44:8, 44:10, 44:14,
44:23, 45:6, 45:9,
45:15, 45:22, 46:3,
46:7, 46:13, 46:19,
47:6, 47:8, 47:12,
47:16, 47:18, 48:2,
48:14, 49:2, 49:6,
50:4, 52:21, 53:22,
54:2, 54:17, 54:20,
55:13, 55:16, 56:22,
57:2, 57:16, 58:1,
58:5, 58:10

Chairperson [2] -
1:12, 2:3

change [7] - 11:14,
14:2, 16:22, 17:8,
17:9, 17:22, 33:2
changed [1] - 16:8
changes [3] - 15:21,
22:9, 22:11
charge [1] - 49:23
charter [1] - 24:23
Chicago [2] - 23:11,
28:10

choose [1] - 37:21
Christmas [2] - 48:18,
49:3
City [4] - 24:23, 31:20,
54:11, 59:4
civil [6] - 6:19, 6:23,
23:10, 23:15, 39:2,
51:20
CIVIL [2] - 1:2, 2:7
Civil [7] - 1:11, 3:5,
3:16, 32:7, 34:22,
35:20, 36:14
clarity [1] - 33:6
class [3] - 9:3, 10:4,
10:15
classes [2] - 10:14,
11:8
CLE [1] - 26:17
CLE's [1] - 27:8
clear [1] - 58:6
clearly [1] - 3:6
close [2] - 19:11,
45:19
closed [5] - 13:9,
21:10, 21:11, 21:15
closely [1] - 19:20
closing [3] - 20:22,
21:13, 21:18
closings [3] - 13:15,
13:19, 20:16
club [1] - 55:7
CM [1] - 1:21
code [1] - 41:6
color [1] - 10:7
coming [2] - 5:16,
15:4
COMM [142] - 4:11,
4:12, 4:14, 4:15,
4:16, 4:17, 4:18,
5:18, 16:20, 18:1,
18:21, 20:15, 20:20,
21:19, 21:23, 23:1,
24:2, 24:6, 25:11,
26:2, 26:9, 26:23,
27:3, 27:5, 27:10,
27:17, 28:14, 29:13,
30:2, 30:9, 30:12,
30:18, 30:19, 30:21,
30:22, 30:23, 31:1,
31:2, 32:13, 35:4,
35:7, 35:8, 35:10,
35:12, 35:13, 35:14,
35:15, 35:16, 36:3,
36:4, 36:6, 36:7,
36:8, 36:9, 36:10,
36:16, 36:17, 36:18,
36:21, 37:1, 37:2,
37:3, 37:4, 37:5,
38:8, 38:9, 38:11,
38:12, 38:13, 38:14,

38:15, 40:11, 40:17,
40:20, 40:21, 40:22,
40:23, 41:1, 42:7,
42:18, 42:19, 42:20,
43:1, 43:4, 43:5,
43:6, 43:7, 43:8,
43:16, 43:18, 44:6,
44:9, 44:18, 46:2,
46:11, 46:12, 46:14,
46:15, 46:16, 46:17,
46:18, 47:14, 47:15,
47:17, 47:20, 47:21,
47:22, 47:23, 48:1,
48:11, 48:16, 48:17,
48:19, 48:23, 49:4,
49:9, 50:10, 50:13,
52:4, 52:5, 52:7,
52:10, 52:12, 52:14,
52:17, 53:4, 54:5,
54:13, 54:16, 54:19,
55:1, 55:12, 55:15,
55:17, 56:20, 57:1,
57:3, 57:9, 57:12,
57:15, 57:21, 58:9
Comm [12] - 30:8,
31:7, 31:8, 31:11,
31:13, 31:14, 31:15,
31:17, 31:19, 31:20,
31:21, 49:2
commend [1] - 55:19
comment [5] - 46:1,
55:15, 56:23, 57:23,
58:2
COMMISSION [4] -
1:2, 2:2, 2:7, 2:11
commission [30] - 3:5,
8:20, 19:19, 32:3,
32:18, 33:15, 33:19,
34:2, 35:20, 38:1,
38:22, 38:23, 39:2,
40:1, 43:14, 44:3,
44:5, 45:13, 45:14,
48:7, 49:11, 49:13,
50:16, 51:3, 51:16,
51:20, 51:23, 57:4,
58:8
Commission [13] -
1:11, 2:10, 3:17,
26:19, 32:4, 32:7,
34:22, 36:14, 37:16,
43:12, 45:21, 51:4,
59:15
commissioner [2] -
6:20, 40:3
Commissioner [1] -
41:12
Commissioners [3] -
29:22, 37:23, 40:9
commissioners [6] -
13:16, 27:3, 40:12,

48:7, 49:18, 51:1
communicating [1] -
7:4
communication [1] -
19:17
community [2] - 7:1,
34:23
company [2] - 17:3,
18:8
company/Bellview [1]
- 35:22
complainant [2] -
15:9, 37:15
complainants [1] -
14:1
complaint [8] - 9:13,
9:14, 9:16, 9:18,
10:19, 11:23, 20:21,
21:6
complaints [17] - 9:22,
10:4, 10:5, 10:7,
10:11, 10:16, 10:20,
10:22, 12:6, 13:1,
13:5, 13:6, 21:3,
21:4, 26:13, 26:14
compliance [3] - 18:4,
18:11, 18:23
compliant [4] - 18:20,
19:11, 19:14, 20:5
complied [2] - 18:13,
19:20
compliment [1] -
49:13
comply [1] - 18:16
complying [1] - 18:9
concern [1] - 45:16
concerned [2] - 32:18,
41:6
concerning [1] - 34:8
concluded [1] - 58:12
Conference [3] - 5:5,
6:14, 6:17
conference [12] -
5:16, 5:22, 7:14,
7:19, 8:15, 8:16,
8:19, 55:18, 56:15,
57:4, 57:8, 57:10
confirmation [1] -
44:21
confirmed [1] - 43:19
conflicts [2] - 33:23,
42:6
congratulations [1] -
32:13
consent [1] - 37:20
constant [1] - 19:17
continue [3] - 6:9,
27:11, 33:3
conversation [1] -
9:16

copies [1] - 55:10
 corporation [2] - 45:3, 46:22
 correct [3] - 38:20, 47:11, 59:6
 cost [1] - 22:6
 Counsel [1] - 5:11
 counsel [1] - 15:8
 count [1] - 10:17
 counties [2] - 10:18, 25:14
 country [1] - 56:17
 County [6] - 1:14, 10:21, 10:23, 11:9, 11:10, 59:4
 county [2] - 10:21, 26:4
 couple [6] - 12:13, 12:14, 12:22, 21:19, 40:1, 48:5
 course [3] - 4:6, 39:19, 53:4
 Court [3] - 34:13, 36:2, 59:3
 court [3] - 35:3, 39:21, 39:23
 courts [1] - 39:13
 covers [1] - 22:15
 created [1] - 14:10
 Creative [1] - 39:2
 credit [1] - 9:9
 criteria [1] - 17:11

D

d/b/a [2] - 1:21, 31:18
 Daniels [1] - 1:21
 data [4] - 19:7, 20:1, 20:7, 25:22
 date [1] - 45:5
 dates [1] - 43:23
 days [3] - 14:7, 18:14, 45:12
 deadline [3] - 45:7, 45:12, 46:9
 deadlines [3] - 42:5, 43:23, 47:4
 dealing [1] - 24:22
 December [4] - 43:14, 44:16, 47:9, 48:18
 decide [2] - 37:19, 40:8
 decided [3] - 9:17, 21:12, 32:18
 decision [4] - 8:5, 37:18, 40:4, 40:10
 decisions [5] - 18:7, 34:1, 34:3, 34:4, 34:5
 decrease [1] - 12:19

deeper [1] - 40:14
 definitely [3] - 9:20, 22:1, 56:3
 delve [1] - 23:21
 department [2] - 23:9, 23:14
 dePauw [1] - 28:11
 deputy [1] - 5:11
 Deputy [1] - 2:8
 designated [1] - 39:23
 determination [1] - 39:22
 determine [1] - 12:3
 difference [1] - 11:16
 different [14] - 3:11, 3:22, 4:3, 4:5, 7:2, 11:7, 13:13, 14:11, 33:14, 33:18, 37:13, 38:21, 40:1, 50:7
 directly [3] - 13:6, 26:13, 26:14
 director [9] - 3:18, 5:11, 13:12, 14:6, 18:4, 25:19, 34:21, 36:13
 Director [3] - 2:7, 2:8, 35:20
 director's [1] - 25:10
 disability [3] - 10:8, 10:13, 11:7
 disclose [1] - 39:4
 discrimination [4] - 15:13, 22:21, 23:18, 53:10
 discuss [4] - 3:23, 4:6, 5:4, 58:7
 discussed [1] - 33:2
 Discussion [1] - 3:13
 dismiss [3] - 37:17, 38:6, 58:7
 dismissal [2] - 13:19, 38:2
 dismissed [2] - 35:3, 36:1
 dispute [2] - 39:12, 39:14
 dive [1] - 40:13
 diversity [1] - 11:6
 documents [1] - 47:9
 Dolly [1] - 50:22
 done [5] - 5:6, 6:7, 18:15, 20:5, 53:19
 Doneisha [5] - 2:8, 5:10, 8:3, 8:11, 16:4
 doubt [1] - 53:14
 down [6] - 23:12, 29:4, 31:7, 38:17, 55:8
 drafted [2] - 9:15, 12:10
 drawn [1] - 16:16

drawn-out [1] - 16:16
 driven [1] - 25:22
 drop [1] - 11:18
 due [1] - 47:9
 dump [1] - 31:13
 during [4] - 9:16, 16:1, 21:6, 33:9
 dynamic [1] - 14:9

E

early [1] - 15:5
 eat [1] - 54:7
 educated [1] - 15:14
 education [10] - 7:21, 9:9, 22:10, 22:14, 22:20, 23:10, 23:14, 23:18, 23:19
 Edwards [3] - 2:3, 30:8, 31:14
 EDWARDS [20] - 4:11, 4:15, 5:18, 27:10, 27:17, 30:9, 30:12, 30:22, 35:13, 36:3, 36:7, 37:2, 38:12, 40:21, 42:20, 43:5, 46:15, 47:17, 47:21, 53:4
 EEOC [2] - 26:14, 54:11
 effect [1] - 47:13
 effective [1] - 17:7
 efforts [1] - 11:11
 eight [1] - 3:22
 either [6] - 13:14, 22:2, 42:12, 42:13, 42:15, 48:6
 elaborate [1] - 16:21
 election [5] - 34:9, 34:12, 34:18, 35:2, 35:23
 elections [3] - 4:3, 33:11, 33:17
 Elections [2] - 34:6, 34:10
 embarrassment [1] - 56:11
 employment [4] - 9:6, 14:13, 26:17, 27:6
 end [2] - 21:7, 51:9
 energy [2] - 53:18, 55:19
 enforce [1] - 19:13
 enforcement [4] - 8:23, 9:5, 9:7, 11:17
 engage [1] - 7:1
 engaged [2] - 25:19, 38:4
 engaging [1] - 15:7
 English [1] - 6:21

enroll [1] - 24:21
 entertain [3] - 42:17, 46:8, 47:13
 enthusiasm [1] - 55:20
 entitled [1] - 39:15
 equal [1] - 13:19
 eradicate [1] - 15:12
 Eromosele [1] - 2:14
 Evansville [2] - 45:2, 46:21
 event [6] - 27:6, 50:16, 51:14, 56:7, 56:8, 56:21
 events [3] - 6:15, 26:16, 27:22
 evidence [1] - 39:21
 evidentiary [1] - 39:22
 exact [1] - 47:5
 excellent [1] - 52:13
 excited [5] - 5:1, 15:10, 51:15, 53:20, 56:19
 excuse [2] - 39:5, 48:16
 executive [1] - 3:18
 Executive [3] - 34:21, 35:19, 36:13
 exists [2] - 7:23, 8:1
 expended [1] - 15:6
 experiencing [1] - 10:1
 expires [1] - 59:15
 explain [2] - 20:22, 33:16
 expo [1] - 6:18
 expulsion [2] - 22:12, 22:13
 extend [1] - 47:1
 extending [1] - 26:20
 extension [3] - 42:5, 45:8, 45:16
 external [2] - 8:5, 25:17
 extremely [3] - 6:9, 49:12, 54:9

F

fact [2] - 39:14, 56:10
 facts [1] - 39:12
 fails [1] - 39:20
 fall [1] - 56:2
 falls [1] - 47:3
 familial [1] - 10:9
 family's [1] - 54:12
 FANNON [1] - 36:14
 fantastic [1] - 7:19
 far [7] - 3:20, 19:23, 20:5, 32:17, 34:13,

39:10, 41:5
 farmer [2] - 45:2, 47:2
 Farmer [1] - 46:21
 fashion [1] - 55:7
 favor [10] - 4:13, 30:20, 35:11, 36:5, 36:23, 38:10, 40:19, 43:3, 46:13, 47:19
 fear [1] - 54:6
 feat [1] - 13:10
 federal [2] - 23:9, 24:13
 feet [2] - 25:7, 29:6
 felt [1] - 5:13
 few [2] - 33:17, 38:21
 field [1] - 12:3
 fields [1] - 6:2
 figure [2] - 23:16, 24:1
 file [5] - 9:17, 11:23, 39:8, 39:9, 42:5
 filed [8] - 4:4, 9:4, 10:5, 13:5, 39:1, 39:5, 41:19, 42:12
 filing [2] - 9:13, 46:9
 final [7] - 13:14, 18:6, 19:13, 19:18, 34:5, 40:4
 finally [2] - 13:13, 13:21
 financial [1] - 22:2
 financials [1] - 22:2
 finish [2] - 9:14, 12:23
 finished [3] - 5:2, 5:5, 6:14
 first [13] - 5:2, 5:5, 28:3, 33:17, 34:3, 34:7, 34:20, 37:14, 41:7, 51:5, 51:7, 51:14, 52:20
 fits [2] - 7:20, 20:23
 five [3] - 10:8, 10:10, 10:17
 fix [1] - 5:13
 flier [1] - 55:2
 filmsy [1] - 55:2
 focus [1] - 26:1
 focusing [1] - 11:11
 folks [1] - 25:5
 follow [3] - 18:2, 20:6, 44:1
 follow-up [1] - 18:2
 following [1] - 18:19
 food [1] - 13:20
 foregoing [1] - 59:5
 forever [1] - 18:16
 formalized [4] - 13:1, 13:5, 20:21, 21:3
 format [1] - 21:20
 Fort [4] - 26:4, 26:11, 26:18, 26:19

forth [1] - 33:3
fortunate [2] - 49:15, 53:13
forward [4] - 8:21, 26:22, 32:9, 32:11
four [2] - 4:5, 37:22
fourth [2] - 41:21, 41:23
Francis [1] - 31:19
frequently [2] - 18:22, 56:2
Friday [3] - 1:16, 55:7, 59:7
full [1] - 12:1
fun [1] - 31:22

G

Garrigus [2] - 2:13, 28:3
GARRIGUS [3] - 28:4, 28:9, 28:16
general [1] - 12:7
General [1] - 5:11
general's [1] - 19:12
General's [1] - 19:21
genuine [1] - 39:13
gerat [1] - 56:20
gladly [1] - 17:23
glance [2] - 8:4, 8:12
Glen [1] - 31:16
Global [1] - 31:11
goal [1] - 15:12
Government [2] - 1:15, 2:8
graduated [1] - 28:11
grant [6] - 34:9, 34:20, 35:1, 35:23, 37:19, 38:7
granted [3] - 39:11, 39:18, 39:19
great [15] - 5:15, 5:18, 5:21, 5:23, 6:8, 7:6, 24:18, 25:4, 29:16, 49:16, 50:9, 50:12, 50:20, 50:23, 51:16
Greencastle [1] - 28:12
Greg [2] - 11:22, 13:14
Gregory [4] - 2:7, 34:20, 35:18, 36:12
ground [2] - 25:8, 29:6
groups [2] - 24:14, 25:18
guess [1] - 20:9
guests [1] - 3:7
guys [3] - 17:5, 29:10, 55:20

H

half [1] - 14:17
Hamilton [1] - 11:1
hand [2] - 8:18, 12:4
handle [1] - 12:4
happier [1] - 29:17
happy [5] - 15:18, 16:13, 16:18, 32:6, 55:23
hard [1] - 6:9
harder [1] - 44:16
harrington [1] - 31:15
Harrington [1] - 2:5
HARRINGTON [27] - 4:17, 20:15, 20:20, 28:14, 31:1, 35:10, 35:15, 36:9, 36:16, 37:4, 38:14, 40:23, 43:1, 43:7, 43:16, 43:18, 44:6, 44:9, 44:18, 46:12, 46:17, 47:15, 47:23, 48:19, 55:15, 55:17, 56:20
Hawkins [2] - 25:21, 26:21
head [1] - 46:6
headquart [1] - 23:11
healthcare [1] - 31:18
hear [7] - 4:21, 34:19, 44:11, 49:1, 54:18, 54:21, 58:2
heard [3] - 26:4, 29:6, 40:6
hearing [1] - 58:8
hearts [1] - 58:6
held [1] - 43:13
help [5] - 14:14, 25:1, 26:22, 29:9, 53:18
helpful [2] - 21:17, 21:21
helping [1] - 51:18
helps [1] - 8:20
hereby [1] - 59:5
Herff [1] - 31:14
hesitation [1] - 53:14
higher [1] - 21:18
hire [1] - 32:1
hired [2] - 3:18, 6:20
historically [1] - 16:9
history [1] - 20:8
Holli [1] - 2:5
homeowner [1] - 17:13
honor [1] - 52:23
honoring [1] - 51:7
hopebridge [1] - 31:15
hospitality [1] - 37:11

housing [4] - 9:7, 17:13, 36:15, 56:18
HUD [3] - 6:4, 26:14, 56:18
HUD's [1] - 6:2
huge [1] - 5:7
human [2] - 26:7, 26:12
Human [1] - 26:19
Hutchinson [1] - 31:16

I

ICHLA [2] - 6:20, 50:22
idea [1] - 25:4
ILE [1] - 6:17
Illinois [2] - 5:19, 28:10
immediately [1] - 34:4
impactful [1] - 21:17
importance [1] - 52:2
important [2] - 15:17, 23:23
Inc [3] - 31:13, 34:23, 41:17
include [1] - 14:16
included [1] - 22:3
INDIANA [3] - 1:1, 1:21, 2:7
Indiana [28] - 1:10, 1:14, 1:16, 1:22, 2:8, 2:9, 3:5, 3:16, 5:6, 6:17, 10:18, 23:13, 28:12, 31:18, 34:22, 35:20, 36:14, 39:2, 39:16, 41:6, 51:6, 51:13, 51:19, 56:8, 56:15, 59:4, 59:13
Indiana-based [1] - 56:15
Indianapolis [4] - 1:16, 2:9, 24:23, 28:13
Indy [1] - 24:21
inform [1] - 18:22
information [6] - 24:19, 25:3, 27:15, 27:19, 57:14, 57:19
informed [1] - 44:14
informing [1] - 7:21
inquiries [10] - 9:4, 9:5, 9:8, 9:11, 9:21, 10:22, 10:23, 12:6, 12:8, 12:10
inquiring [1] - 9:12
inside [1] - 51:16
instead [1] - 24:12
intake [6] - 12:13,

12:15, 12:16, 12:21, 28:5
intelenet [1] - 31:11
interest [3] - 25:13, 27:23, 41:12
interests [1] - 15:20
intern [2] - 29:1, 29:7
interstate [1] - 35:21
intervene [1] - 14:22
introduce [2] - 12:21, 28:3
introductory [1] - 33:12
investigated [1] - 13:11
investigation [1] - 14:20
investigations [3] - 13:7, 15:2, 15:3
investigative [1] - 13:13
investigator [1] - 14:13
investigators [4] - 13:7, 14:12, 14:23, 21:5
invite [2] - 5:4, 56:16
involved [1] - 22:17
Island [1] - 5:17
issue [2] - 17:2, 41:22
issues [2] - 18:22, 23:17
item [2] - 41:20, 41:21
items [2] - 3:11, 3:20

J

Jackie [1] - 31:16
JACKSON [34] - 4:16, 25:11, 26:2, 26:9, 26:23, 27:3, 27:5, 30:19, 30:23, 32:13, 35:4, 35:7, 35:14, 36:4, 36:8, 36:17, 36:21, 37:3, 38:8, 38:13, 40:17, 40:22, 43:6, 46:11, 46:16, 47:22, 48:17, 52:4, 52:7, 52:10, 52:12, 52:14, 52:17, 54:19
Jackson [4] - 2:5, 31:13, 31:21, 49:2
James [3] - 2:5, 49:16, 50:2
Jennifer [1] - 31:12
Jersey [1] - 54:7
job [3] - 6:9, 50:3, 50:12
jobs [1] - 8:19
Joe [1] - 6:3

John [2] - 25:21, 26:21
joining [1] - 3:7
Jones [1] - 31:14
Joseph [1] - 11:2
Jr [3] - 1:13, 59:2, 59:11
judge [6] - 3:16, 4:1, 30:14, 32:20, 33:21, 54:5
judgment [4] - 39:1, 39:11, 39:15, 39:19

K

keep [7] - 8:20, 9:20, 12:1, 16:2, 18:21, 21:18, 27:19
keeping [1] - 22:7
keeps [2] - 6:12, 18:10
Kelly [1] - 31:15
Kentucky [1] - 5:21
Key [2] - 41:17, 43:10
key [2] - 47:4, 47:7
kind [17] - 5:12, 7:9, 7:12, 7:14, 14:11, 14:16, 16:8, 18:1, 18:10, 23:23, 24:22, 27:22, 40:6, 51:5, 51:14, 52:20, 56:11
kinds [2] - 33:14, 38:21
king [1] - 31:17
knowing [1] - 20:3

L

Lake [1] - 11:9
lake [1] - 11:1
landlord [1] - 18:8
language [1] - 18:12
largest [1] - 10:18
last [9] - 5:10, 12:16, 16:11, 30:7, 38:23, 48:5, 48:19, 49:8, 53:6
Latino [1] - 6:17
Laughter [2] - 48:13, 53:5
law [12] - 3:16, 4:1, 12:18, 17:4, 18:20, 30:14, 32:19, 33:21, 34:1, 34:8, 39:12, 39:15
Law [1] - 29:3
Lawrence [4] - 41:17, 43:10, 47:4, 47:7
leadership [2] - 6:3, 57:10
leading [2] - 9:3, 9:6

learn [2] - 12:17, 20:18
least [3] - 33:16, 37:22, 48:12
legal [2] - 15:8, 29:1
length [1] - 4:6
less [6] - 11:19, 12:9, 12:11, 15:1
level [1] - 24:13
liaison [1] - 19:16
liaisons [1] - 51:2
limitations [1] - 9:19
Lindy [3] - 1:12, 59:2, 59:11
line [5] - 7:16, 20:10, 31:7, 38:17, 55:8
litigate [1] - 53:10
LLC [3] - 31:14, 31:15, 31:18
log [1] - 18:11
logistically [1] - 43:19
look [7] - 7:16, 9:5, 10:17, 11:3, 22:15, 23:8, 26:15
looking [8] - 10:7, 11:12, 22:17, 24:13, 27:8, 32:8, 32:10, 55:2
looks [1] - 26:3
loop [1] - 27:20
lost [2] - 12:13, 53:7
love [2] - 4:21, 38:6
loves [1] - 54:10
low [1] - 26:5
Lowes [1] - 30:13
Lynne [3] - 45:2, 46:21, 47:2

M

mainstreet [1] - 35:1
majority [1] - 38:1
males [1] - 49:12
MALIN [3] - 28:19, 29:3, 29:14
Malin [5] - 2:13, 28:17, 28:18, 28:19, 28:20
management [2] - 35:1, 35:21
manifest [1] - 37:20
Marion [2] - 10:21, 10:23
Mark [1] - 30:13
market [3] - 22:19, 22:20, 25:20
marketing [1] - 25:17
matched [1] - 14:11
material [1] - 39:14
matter [4] - 1:10, 39:15, 39:23, 59:7

matters [1] - 32:20
max [1] - 28:17
Max [1] - 28:21
mean [12] - 5:15, 16:5, 22:21, 24:21, 26:11, 27:7, 27:11, 39:18, 51:2, 53:13, 53:16, 53:17
means [4] - 13:4, 13:11, 14:23, 15:4
mediation [10] - 14:14, 14:16, 14:18, 16:5, 16:10, 20:17, 20:23, 21:7, 21:16, 38:5
mediator [1] - 14:14
meet [2] - 28:4, 29:10
meeting [11] - 3:4, 23:9, 23:12, 38:23, 43:12, 43:14, 44:1, 44:3, 45:13, 45:21, 47:9
MEETING [1] - 1:5
meeting's [1] - 4:10
Melissa [2] - 51:3, 52:10
MEMBERS [1] - 2:2
members [6] - 12:14, 12:16, 12:21, 12:22, 14:16, 55:5
mentioned [3] - 25:12, 33:9, 33:20
mentor [1] - 31:18
Mentor [1] - 31:19
message [2] - 25:1, 51:19
metro [1] - 26:19
Meyer [3] - 1:12, 59:2, 59:11
Michigan [1] - 31:20
might [1] - 9:15
military [2] - 51:8, 53:1
mind [1] - 45:4
minds [1] - 58:6
minute [1] - 20:7
minutes [1] - 4:10
Mishawaka [1] - 36:15
mixture [1] - 21:9
modifications [1] - 17:15
Monday [1] - 44:20
monetary [3] - 13:21, 13:23, 16:21
monitor [1] - 44:7
Montgomery [1] - 31:21
month [25] - 9:1, 9:2, 9:9, 10:6, 10:12, 11:3, 11:15, 11:16, 11:19, 12:9, 12:11,

12:16, 13:2, 13:3, 13:4, 13:8, 13:9, 13:22, 14:4, 29:5, 30:7, 33:13, 41:15
month's [1] - 58:8
months [4] - 12:14, 18:13, 28:13, 48:5
morning [1] - 42:1
most [3] - 5:3, 10:15, 11:5
motion [31] - 4:4, 4:20, 30:17, 31:4, 34:16, 34:19, 35:6, 35:23, 36:16, 37:12, 37:21, 38:7, 39:1, 39:6, 39:9, 39:10, 39:18, 40:3, 40:11, 41:16, 41:23, 42:12, 42:14, 42:15, 42:17, 42:20, 42:22, 45:1, 46:5, 46:8, 47:13
motions [10] - 3:11, 4:2, 4:5, 33:14, 33:17, 38:19, 38:21, 41:19, 41:21
movant [1] - 39:14
move [6] - 26:22, 30:5, 31:5, 35:4, 35:7, 37:7, 41:4, 46:8
moved [14] - 4:11, 28:12, 30:18, 34:11, 35:8, 36:3, 36:17, 36:20, 38:6, 38:8, 42:18, 46:11, 47:14, 47:15
moving [1] - 8:21
MR [54] - 4:22, 5:19, 7:8, 15:23, 16:13, 19:1, 19:5, 19:23, 20:13, 22:19, 23:2, 24:3, 24:7, 25:16, 26:6, 26:10, 27:4, 27:7, 27:11, 27:14, 27:18, 28:4, 28:9, 28:16, 28:19, 28:22, 29:3, 29:14, 29:18, 30:1, 33:5, 48:20, 49:5, 49:7, 49:15, 49:21, 50:5, 50:11, 50:14, 50:19, 51:22, 52:9, 52:11, 52:13, 52:16, 52:18, 52:23, 53:12, 53:23, 54:14, 56:6, 57:6, 57:18, 57:22
MS [62] - 3:10, 3:14, 8:13, 10:3, 16:23, 18:3, 19:4, 19:9, 20:19, 21:2, 21:22, 23:5, 24:11, 24:16,

24:20, 25:7, 26:15, 27:2, 27:13, 27:15, 27:21, 28:5, 28:15, 28:17, 28:20, 28:23, 29:12, 29:16, 32:10, 32:16, 33:13, 37:10, 38:20, 41:5, 41:10, 41:18, 42:3, 42:9, 42:11, 42:15, 43:9, 43:22, 44:13, 44:19, 45:4, 45:8, 45:11, 45:17, 46:6, 47:2, 47:7, 47:11, 48:9, 49:20, 50:18, 51:21, 53:6, 54:8, 55:10, 57:7, 57:11, 57:13
musically [1] - 48:12
must [1] - 39:18

N

N300 [2] - 1:16, 2:9
name [2] - 3:15, 5:20
national [2] - 10:8, 31:18
native [3] - 51:4, 51:8, 51:12
Native [1] - 52:23
necessarily [4] - 9:13, 22:14, 26:11, 39:18
need [14] - 9:23, 11:4, 11:9, 11:10, 11:11, 17:10, 25:23, 37:20, 37:22, 38:17, 44:15, 46:4, 46:23
needs [1] - 34:3
new [24] - 3:17, 3:21, 6:20, 8:5, 12:15, 12:20, 12:22, 13:7, 14:6, 14:10, 19:7, 20:4, 21:4, 25:18, 28:5, 29:1, 31:6, 32:8, 32:9, 33:20, 43:23, 45:12, 45:13
New [1] - 54:11
news [2] - 22:5, 54:5
next [6] - 6:16, 9:7, 31:11, 41:15, 44:1, 55:7
nice [3] - 28:4, 29:10, 49:10
nine [1] - 12:10
none [1] - 29:20
North [4] - 1:15, 2:8, 2:9
Notary [3] - 1:13, 59:3, 59:12
note [2] - 34:9, 39:16
nothing [1] - 58:6
Notice [1] - 34:6

notice [9] - 4:3, 14:21, 33:10, 33:17, 34:9, 34:10, 35:2, 35:23, 44:20
notices [1] - 18:18
notification [1] - 31:23
November [4] - 43:11, 45:13, 46:10, 47:10
nowhere [1] - 54:15
number [7] - 4:2, 11:17, 12:8, 13:1, 15:12, 21:9, 21:20
numbers [3] - 16:5, 21:1, 22:4

O

o'clock [3] - 1:17, 3:1, 58:12
objections [2] - 42:11, 46:9
obviously [2] - 11:8, 17:5
occur [1] - 57:5
OCTOBER [1] - 1:5
October [4] - 1:17, 3:1, 58:12, 59:7
OF [3] - 1:1, 1:5, 1:21
offer [1] - 39:20
office [6] - 7:23, 19:12, 23:10, 23:15, 53:16, 54:11
Office [1] - 19:21
official [2] - 35:19, 36:13
often [1] - 18:11
old [2] - 3:20, 30:6
on-line [1] - 7:16
once [1] - 37:14
one [23] - 3:21, 4:4, 5:13, 6:10, 7:13, 8:4, 10:9, 14:12, 15:12, 16:4, 21:20, 21:23, 22:9, 30:6, 31:12, 35:18, 37:21, 41:18, 48:21, 51:17, 53:6, 55:16
ones [1] - 32:23
open [1] - 21:14
opened [1] - 21:4
opening [2] - 21:6, 53:8
opportunity [4] - 29:8, 32:2, 32:12, 40:13
opposing [2] - 39:20, 39:21
options [1] - 40:2
oral [5] - 42:4, 43:9, 43:13, 44:4, 46:23
order [5] - 3:5, 18:6,

19:13, 19:19, 41:6
organization [1] - 17:7
organizations [1] - 23:7
origin [1] - 10:8
originally [1] - 28:9
Oswego [1] - 28:10
OTHER [1] - 2:11
outcome [1] - 39:13
outreach [3] - 11:4, 11:11, 25:21
overview [2] - 7:10, 7:13

P

p.m [3] - 1:17, 3:1, 58:12
page [1] - 11:13
parent [1] - 24:14
Parker [1] - 31:12
part [7] - 31:22, 34:7, 41:22, 48:3, 49:14, 53:19, 55:23
participants [2] - 16:6, 55:22
particular [1] - 40:3
parties [18] - 15:4, 15:14, 15:16, 15:18, 16:14, 17:2, 19:10, 19:14, 21:12, 34:11, 34:12, 34:20, 35:1, 35:23, 37:16, 38:4, 42:7, 44:21
partner [2] - 23:6, 23:17
partners [2] - 5:20, 24:18
partnership [3] - 24:21, 25:2, 26:18
partnerships [3] - 23:22, 24:14, 50:2
party [7] - 19:19, 34:3, 34:18, 39:20, 42:12, 48:18, 49:3
pass [2] - 31:9, 55:8
past [1] - 9:18
Pedigo [1] - 31:17
Pedigo's [1] - 31:16
Pelletier [1] - 6:4
people [17] - 5:16, 6:10, 7:22, 9:12, 10:1, 13:5, 16:17, 19:2, 22:6, 22:22, 23:3, 27:7, 28:2, 50:6, 50:21, 56:2, 56:12
perhaps [1] - 24:14
periodically [1] - 18:17

permission [1] - 37:17
person [6] - 8:6, 14:17, 22:3, 25:21, 49:17, 53:15
phone [2] - 48:8, 54:4
pictures [1] - 7:17
piece [1] - 52:16
pitch [2] - 49:6, 49:8
pitch-in [2] - 49:6, 49:8
places [2] - 27:5, 51:7
plan [1] - 27:10
planning [1] - 6:13
plans [1] - 25:14
played [1] - 49:14
point [3] - 21:5, 22:8, 32:17
policies [1] - 17:20
policy [12] - 14:2, 15:21, 16:22, 17:3, 17:5, 17:8, 17:9, 17:12, 17:14, 17:17, 18:19, 22:12
poole [1] - 49:19
population [1] - 11:8
Posey [3] - 2:8, 5:11, 30:3
POSEY [34] - 8:13, 10:3, 16:23, 18:3, 19:4, 19:9, 20:19, 21:2, 21:22, 23:5, 24:11, 24:16, 24:20, 25:7, 26:15, 27:2, 27:13, 27:15, 27:21, 28:5, 28:17, 28:20, 28:23, 29:16, 45:17, 48:9, 49:20, 50:18, 51:21, 53:6, 54:8, 55:10, 57:7, 57:11
position [4] - 14:10, 14:11, 53:9, 54:10
possible [1] - 44:22
post [1] - 55:4
posted [1] - 18:18
posture [2] - 33:16, 34:2
potential [1] - 24:18
precause [1] - 32:23
precost [1] - 14:17
preference [2] - 41:7
preliminary [1] - 25:12
prepare [1] - 6:16
prepared [1] - 37:21
PRESENT [2] - 2:11, 2:16
presented [3] - 4:2, 34:7, 39:7
presenting [1] - 55:6
preside [1] - 32:20
pretty [2] - 17:19,

18:16
previous [1] - 4:10
previously [3] - 33:19, 33:22, 47:3
probable [2] - 30:15, 32:22
procedural [7] - 4:5, 33:16, 38:19, 38:21, 41:16, 41:20, 45:1
proceed [3] - 35:3, 36:2, 37:9
PROCEEDINGS [1] - 1:9
proceedings [2] - 58:11, 59:6
process [9] - 8:10, 9:14, 12:17, 14:23, 15:5, 15:8, 16:17, 20:17, 21:6
program [5] - 6:18, 6:21, 7:7, 19:1, 20:1
prohibited [1] - 33:23
propose [1] - 43:22
protect [1] - 10:14
protected [5] - 9:3, 10:4, 10:15, 11:8, 15:20
proved [1] - 56:14
public [5] - 9:8, 24:22, 56:23, 57:22, 58:2
PUBLIC [1] - 1:5
Public [3] - 1:13, 59:3, 59:12
pull [1] - 56:10
push [2] - 25:1, 47:4
pushed [1] - 43:21
put [5] - 5:23, 6:5, 27:22, 49:23, 50:1
putting [3] - 8:16, 51:5, 51:10

Q

questions [5] - 16:19, 21:19, 25:10, 29:19, 46:1
quite [2] - 33:10, 49:10
quorum [1] - 3:6

R

race [4] - 9:4, 10:7, 10:13, 11:6
race-based [1] - 10:7
RAMOS [26] - 4:14, 21:19, 21:23, 23:1, 24:2, 24:6, 30:18, 30:21, 35:12, 36:6, 36:18, 37:1, 38:9,

38:11, 40:11, 40:20, 42:7, 42:18, 43:4, 46:14, 47:14, 47:20, 49:4, 54:5, 54:13, 54:16
Ramos [4] - 2:4, 31:7, 31:11, 31:20
rang [2] - 48:8, 54:4
rate [1] - 21:18
re [1] - 25:19
re-engaged [1] - 25:19
reach [1] - 26:20
reached [1] - 37:14
read [2] - 34:17, 40:7
ready [1] - 9:17
real [2] - 5:1, 7:11
realize [1] - 6:10
really [17] - 7:15, 16:13, 17:18, 19:1, 20:3, 21:16, 21:17, 23:8, 23:16, 23:20, 23:21, 26:21, 49:18, 50:6, 51:1, 54:10, 54:11
realty [2] - 35:21, 39:3
reason [2] - 21:15, 54:6
reasonable [3] - 17:14, 17:15, 32:22
reassign [1] - 41:3
receive [5] - 9:21, 10:15, 12:5, 13:16, 14:21
received [4] - 11:18, 21:5, 31:23, 41:23
receives [1] - 18:6
receiving [2] - 10:20, 15:19
recently [2] - 3:18, 23:8
recommend [1] - 30:13
recommendation [2] - 24:10, 46:4
record [3] - 3:13, 12:1, 33:7
records [1] - 18:21
reference [1] - 22:16
reflected [1] - 21:1
Region [5] - 5:5, 8:15, 16:1, 55:18, 56:8
region's [1] - 23:11
regularly [1] - 44:3
reiterate [1] - 9:11
related [2] - 22:14, 22:17
Relations [1] - 26:19
relationship [2] - 19:12, 56:18
religion [2] - 10:9,

11:7
remarks [2] - 25:12, 33:12
remember [3] - 7:21, 19:6, 26:6
report [2] - 4:21, 25:10
Reporter [1] - 59:3
REPORTING [1] - 1:21
represent [1] - 53:16
represented [1] - 56:4
request [1] - 44:11
requires [1] - 39:12
reschedule [3] - 42:21, 42:23, 46:23
rescheduling [2] - 42:4, 43:12
residing [1] - 59:3
resolution [2] - 13:14, 16:15
resources [2] - 15:6, 23:20
respect [2] - 37:10, 37:18
Respondent [2] - 39:7, 39:9
respondent [1] - 15:7
response [6] - 26:3, 29:23, 39:8, 39:9, 39:17, 58:4
responsibilities [1] - 15:15
restricted [1] - 32:22
result [1] - 43:13
resulted [1] - 38:5
retaliation [1] - 10:10
review [1] - 40:12
reviewed [1] - 13:12
reviewing [1] - 17:20
revised [1] - 41:22
revisit [1] - 41:15
Rex [5] - 2:13, 28:21, 28:23, 29:12
Rhode [1] - 5:16
RIGHTS [2] - 1:2, 2:7
rights [10] - 3:5, 6:19, 6:23, 15:15, 23:10, 23:16, 26:7, 26:12, 35:20, 39:2
Rights [6] - 1:11, 3:17, 32:7, 34:22, 36:14, 51:20
Robyn [1] - 31:20
rock [1] - 50:3
rock-star [1] - 50:3
role [4] - 3:17, 32:8, 32:9, 53:21
rolling [1] - 22:4
Room [2] - 1:16, 2:9
rough [1] - 54:7

route [1] - 37:22
 RPR/CP [1] - 1:21
 rule [2] - 22:12, 39:17
 rules [1] - 33:3
 runs [1] - 51:4
 Ryan [4] - 2:13, 28:3,
 28:7, 28:15
 Ryker [4] - 2:12, 3:15,
 32:1, 53:7
 RYKER [26] - 3:10,
 3:14, 32:10, 32:16,
 33:13, 37:10, 38:20,
 41:5, 41:10, 41:18,
 42:3, 42:9, 42:11,
 42:15, 43:9, 43:22,
 44:13, 44:19, 45:4,
 45:8, 45:11, 46:6,
 47:2, 47:7, 47:11,
 57:13

S

sales [1] - 31:16
 sales-Glen [1] - 31:16
 Santos [1] - 31:19
 saw [1] - 7:4
 schedule [4] - 44:16,
 45:18, 47:5, 56:1
 scheduled [4] - 43:11,
 43:23, 44:3, 47:3
 Schmitt [1] - 31:12
 School [1] - 29:4
 school [3] - 29:8,
 45:2, 46:21
 schools [2] - 24:23,
 31:20
 second [18] - 4:12,
 26:16, 30:19, 35:10,
 35:18, 36:4, 36:18,
 36:23, 37:16, 38:9,
 40:16, 40:17, 41:16,
 41:20, 42:19, 43:1,
 46:12, 47:17
 secretary [1] - 6:3
 see [16] - 7:17, 10:14,
 10:19, 11:4, 11:15,
 12:18, 16:10, 18:13,
 18:17, 22:1, 22:3,
 27:23, 38:4, 53:20,
 55:5, 55:22
 selecting [1] - 53:14
 selection [2] - 8:9,
 50:20
 Senate [2] - 1:15, 2:9
 send [6] - 27:13,
 27:18, 44:20, 53:11,
 57:14, 57:19
 sense [1] - 46:2
 separate [1] - 22:8
 separately [1] - 22:2

September [13] - 8:3,
 9:2, 9:10, 10:6,
 11:14, 11:18, 11:20,
 13:2, 13:4, 13:8,
 13:10, 13:22
 Serrant [1] - 50:22
 serve [1] - 52:2
 served [2] - 51:8, 53:1
 services [3] - 31:11,
 37:11, 51:9
 set [1] - 45:5
 settle [1] - 21:8
 settlement [5] - 18:5,
 18:12, 21:10, 37:14,
 38:5
 settlements [3] -
 13:21, 13:23, 16:21
 several [2] - 3:11,
 33:14
 sex [1] - 10:9
 shall [2] - 39:19, 39:22
 Shanell [2] - 49:18,
 49:22
 share [1] - 51:17
 sharing [1] - 25:3
 sheet [1] - 31:9
 Shelby [2] - 1:14, 59:4
 Shelbyville [1] - 59:4
 Sheryl [1] - 2:3
 shop [1] - 55:3
 short [1] - 8:4
 show [4] - 37:23,
 51:13, 52:8, 55:7
 showcase [1] - 56:17
 showing [1] - 50:6
 sic [1] - 35:22
 sick [1] - 14:8
 side [1] - 11:13
 sign [4] - 32:2, 32:5,
 37:23, 38:17
 signed [1] - 13:13
 simply [1] - 37:15
 single [2] - 17:19, 55:2
 six [2] - 11:1, 18:13
 skyline [1] - 55:7
 slash [3] - 3:19, 14:13,
 31:17
 Slash [3] - 1:11, 2:3,
 7:5
 SLASH [87] - 3:3, 4:8,
 4:13, 4:19, 7:6, 10:2,
 16:12, 20:9, 20:14,
 24:9, 24:12, 24:17,
 25:6, 25:9, 29:11,
 29:15, 29:20, 30:4,
 30:10, 30:16, 30:20,
 31:3, 32:14, 33:1,
 33:6, 34:14, 35:5,
 35:9, 35:11, 35:17,
 36:5, 36:11, 36:19,

36:22, 37:6, 38:3,
 38:10, 38:16, 40:5,
 40:15, 40:18, 41:2,
 41:9, 41:13, 42:2,
 42:10, 42:13, 42:16,
 42:22, 43:2, 43:15,
 43:17, 44:8, 44:10,
 44:14, 44:23, 45:6,
 45:9, 45:15, 45:22,
 46:3, 46:7, 46:13,
 46:19, 47:6, 47:8,
 47:12, 47:16, 47:18,
 48:2, 48:14, 49:2,
 49:6, 50:4, 52:21,
 53:22, 54:2, 54:17,
 54:20, 55:13, 55:16,
 56:22, 57:2, 57:16,
 58:1, 58:5, 58:10
 society [1] - 55:6
 someone [4] - 11:21,
 11:22, 12:2, 14:22
 somewhere [1] - 55:4
 soon [2] - 44:11,
 44:21
 sorry [6] - 10:23,
 28:20, 28:23, 45:17,
 49:1, 57:2
 Spanish [1] - 6:22
 speakers [1] - 6:1
 speaking [3] - 6:2,
 23:13, 50:15
 special [1] - 37:8
 specialist [1] - 28:6
 specifically [3] - 8:22,
 8:23, 44:15
 spend [1] - 15:1
 Sports [1] - 31:21
 Sr [2] - 35:19, 36:12
 St [1] - 11:2
 STAFF [1] - 2:11
 staff [10] - 12:4, 12:13,
 12:14, 12:16, 12:22,
 33:21, 53:7, 53:9,
 55:5, 55:19
 staffed [1] - 20:11
 standpoint [1] - 22:10
 star [1] - 50:3
 start [1] - 20:2
 started [8] - 14:6,
 19:2, 19:6, 20:1,
 20:6, 29:4, 55:20
 starting [1] - 3:12
 state [7] - 9:23, 10:21,
 22:11, 24:13, 25:20,
 35:3, 56:5
 STATE [1] - 1:1
 State [5] - 1:13, 10:18,
 34:13, 36:2, 59:13
 state's [1] - 15:20
 statement [1] - 34:8

status [3] - 10:9,
 10:10, 49:12
 statute [1] - 9:18
 stay [1] - 32:7
 stellar [1] - 53:17
 Stephens [2] - 3:15,
 32:1
 stepped [1] - 49:18
 Steven [1] - 2:4
 still [9] - 9:22, 16:2,
 18:18, 18:19, 18:20,
 20:18, 21:14, 39:8,
 56:16
 stop [4] - 6:11, 8:17,
 16:3
 story [1] - 7:16
 street [1] - 29:4
 strong [2] - 14:5, 51:1
 stuff [1] - 22:9
 subcommittee [1] -
 49:23
 suburb [1] - 28:10
 success [2] - 8:15,
 49:14
 summary [3] - 39:1,
 39:10, 39:19
 super [1] - 15:17
 superstars [1] - 54:1
 support [2] - 38:1,
 38:7
 supporting [1] - 50:3
 suppose [1] - 31:23

T

team [3] - 5:7, 6:8,
 29:17
 Tennessee [1] - 5:20
 terms [3] - 9:3, 11:6,
 11:17
 Thamba [1] - 2:17
 THAMBA [2] - 28:15,
 29:12
 thankful [1] - 32:6
 THE [1] - 1:1
 Thereupon [1] - 58:11
 they've [2] - 18:13,
 38:6
 third [1] - 36:12
 thirty [1] - 12:10
 thirty-nine [1] - 12:10
 three [6] - 4:3, 10:8,
 10:10, 11:1, 34:1,
 34:11
 Tiffany [1] - 31:17
 today [7] - 3:6, 3:20,
 14:8, 37:19, 40:4,
 40:10, 56:23
 together [9] - 5:23,
 6:6, 8:17, 16:14,

23:17, 24:1, 50:1,
 51:5, 51:10
 took [1] - 52:1
 top [2] - 6:1, 10:17
 Torch [2] - 50:18,
 50:19
 toss [1] - 10:13
 toss-up [1] - 10:13
 tough [1] - 48:3
 toward [1] - 51:9
 track [1] - 9:21
 traditionally [1] -
 14:15
 training [4] - 12:19,
 14:2, 18:14, 18:15
 trainings [1] - 15:22
 transcribed [1] - 59:8
 transcript [1] - 59:6
 tremendous [2] -
 8:15, 16:6
 trial [1] - 39:16
 tried [1] - 5:8
 truck [1] - 31:13
 true [1] - 59:5
 try [4] - 21:8, 23:3,
 27:21, 52:18
 trying [6] - 7:3, 7:20,
 7:22, 20:18, 23:6,
 23:16
 turn [1] - 9:22
 turned [1] - 45:19
 turnout [1] - 52:3
 Tuscany [1] - 34:23
 two [8] - 12:15, 12:17,
 14:15, 28:2, 28:13,
 29:14, 37:13, 41:19
 type [4] - 16:10, 17:1,
 25:3, 25:13
 typically [1] - 10:12

U

U.S [1] - 23:14
 unavailable [2] -
 41:10, 44:2
 under [4] - 16:20,
 22:15, 39:16, 41:20
 undersigned [1] -
 59:2
 understood [2] - 24:3,
 52:1
 undertaking [2] - 5:7,
 51:11
 unfortunately [1] -
 14:8
 unit [6] - 14:5, 14:13,
 14:15, 14:16, 21:7,
 21:16
 units [1] - 13:13
 University [1] - 28:11

<p>up [15] - 5:2, 6:14, 10:13, 13:11, 14:3, 14:11, 18:2, 19:7, 20:6, 20:7, 49:18, 51:12, 51:13, 54:7, 56:9</p> <p>upcoming [2] - 26:16, 27:22</p> <p>upholding [1] - 30:13</p> <p>uptick [1] - 13:16</p>	<p>50:11, 50:14, 50:19, 51:22, 52:9, 52:11, 52:13, 52:16, 52:18, 52:23, 53:12, 53:23, 54:14, 56:6, 57:6, 57:18, 57:22</p> <p>Wilson [5] - 2:7, 3:18, 34:21, 35:19, 36:12</p> <p>Wisconsin [1] - 5:19</p> <p>wishes [1] - 38:7</p> <p>withdraw [1] - 21:12</p> <p>withdrawal [4] - 4:4, 37:9, 37:13, 37:19</p> <p>withdrawals [1] - 37:8</p> <p>withdrawn [1] - 39:6</p> <p>withdraws [1] - 37:15</p> <p>women [1] - 57:5</p> <p>women's [2] - 50:16, 57:9</p> <p>Women's [2] - 57:7, 57:8</p> <p>wonderful [1] - 32:2</p> <p>workplace [1] - 17:10</p> <p>worn [1] - 55:3</p> <p>worth [1] - 52:6</p> <p>written [2] - 31:9, 37:20</p>
V	
<p>Vanderburgh [2] - 45:2, 46:21</p> <p>versus [17] - 30:13, 31:10, 31:12, 31:14, 31:15, 31:16, 31:17, 31:19, 31:21, 34:22, 35:21, 36:15, 37:11, 39:2, 41:17, 45:2, 46:21</p> <p>Versus [1] - 43:10</p> <p>veteran [1] - 10:10</p> <p>veterans [1] - 51:13</p> <p>Veterans [1] - 52:16</p> <p>Vice [1] - 41:11</p> <p>Vice-Chair [1] - 41:11</p> <p>Village [1] - 34:23</p> <p>violation [1] - 17:4</p> <p>visit [1] - 27:9</p> <p>voice [1] - 55:21</p> <p>voted [1] - 49:23</p>	<p>year [7] - 5:10, 6:14, 16:11, 29:13, 48:19, 49:8, 51:9</p> <p>yesterday [1] - 14:7</p> <p>York [1] - 54:11</p> <p>yourself [1] - 29:2</p>
W	Y
<p>waiting [1] - 8:10</p> <p>Wayne [4] - 26:4, 26:11, 26:18, 26:19</p> <p>ways [2] - 7:3, 37:13</p> <p>weeds [3] - 22:22, 23:7, 23:21</p> <p>welcome [5] - 28:14, 28:15, 29:11, 29:12, 29:15</p> <p>whole [1] - 16:8</p> <p>William [1] - 1:21</p> <p>Williams [2] - 31:10, 51:3</p> <p>WILSON [48] - 4:22, 5:19, 7:8, 15:23, 16:13, 19:1, 19:5, 19:23, 20:13, 22:19, 23:2, 24:3, 24:7, 25:16, 26:6, 26:10, 27:4, 27:7, 27:11, 27:14, 27:18, 28:22, 29:18, 30:1, 33:5, 48:20, 49:5, 49:7, 49:15, 49:21, 50:5,</p>	Z
	<p>Zak [1] - 30:13</p> <p>zero [3] - 9:9, 10:7, 10:9</p>